T.C.
MARMARA ÜNİVERSİTESİ
SOSYAL BİLİMLER ENSTİTÜSÜ
İNGİLİZCE İŞLETME ANABİLİM DALI
ÖRGÜTSEL DAVRANIŞ BİLİM DALI

THE RELATIONSHIP BETWEEN WORK-FAMILY CONLICT, LIFE ROLE SALIENCE AND INDIVIDUAL COPING STYLES: A GENDER-SENSITIVE STUDY

Yüksek Lisans Tezi

IRMAK ERDOĞAN

İstanbul, 2009

T.C.
MARMARA ÜNİVERSİTESİ
SOSYAL BİLİMLER ENSTİTÜSÜ
İNGİLİZCE İŞLETME ANABİLİM DALI
ÖRGÜTSEL DAVRANIŞ BİLİM DALI

THE RELATIONSHIP BETWEEN WORK-FAMILY CONLICT, LIFE ROLE SALIENCE AND INDIVIDUAL COPING STYLES: A GENDER-SENSITIVE STUDY

Yüksek Lisans Tezi

IRMAK ERDOĞAN

Danışman: DOÇ. DR. GÜLER İSLAMOĞLU

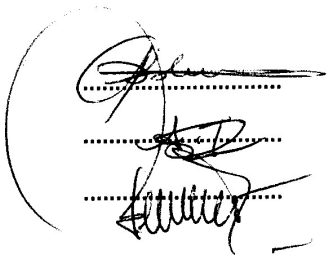
İstanbul, 2009

Marmara Üniversitesi
Sosyal Bilimler Enstitüsü Müdürlüğü

Tez Onay Belgesi

İŞLETME Anabilim Dalı ORGANIZATIONAL BEHAVIOUR Bilim Dalı Yüksek Lisans öğrencisi IRMAK ERDOĞAN nın THE RELATIONSHIP BETWEEN WORK - FAMILY CONFLICT, LIFE ROLE SALIENCE AND INDIVIDUAL COPING STYLES: A GENDER - SENSITIVE STUDY adlı tez çalışması ,Enstitümüz Yönetim Kurulunun 16.06.2009 tarih ve 2009-10/28 sayılı kararıyla oluşturulan jüri tarafından oybirliği/~~oyçokluğu~~ ile Yüksek Lisans Tezi olarak kabul edilmiştir.

	Öğretim Üyesi Adı Soyadı	**İmzası**
Tez Savunma Tarihi :	1/7/2009	
1) Tez Danışmanı :	**DOÇ. DR. GÜLER İSLAMOĞLU**	
2) Jüri Üyesi :	**DOÇ. DR. AYŞE ALEV TORUN**	
3) Jüri Üyesi :	**DOÇ. DR. MELİHA DENİZ BÖRÜ**	



ACKNOWLEDGEMENTS

The different roles we have to play in life have always been a subject of interest to me. I was lucky to have the opportunity to write my thesis in a topic in which I was really interested. Due to time pressures and strain attached to the responsibility of writing this thesis, I experienced a great deal of conflict myself, and I had to cope with it in various ways. But I wouldn't say that it wasn't worth. Satisfying the desire to explore and create –at least to some extent- and having a piece of my own have made this process a true life experience.

I would like to thank some special people who have supported me during this process. First of all, I would like to thank my advisor Doç. Dr. Güler İslamoğlu, who provided continuous support and help through every step of this thesis. Also, I would like to express my thanks to all faculty members in the Organizational Behavior department at Marmara University for their constructive comments in my proposal.

One of the greatest challenges was to distribute and collect the questionnaires which provided me the information necessary for my thesis. I would like to thank all my friends who provided unconditional help for distributing and collecting the questionnaires.

Finally, special thanks to my mother İpek Erdoğan and my father Ali Rıza Erdoğan, for the love and support they have provided me during my graduate education.

Irmak ERDOĞAN

GENERAL KNOWLEDGE

Name and Surname	: Irmak Erdoğan
Field	: Management (English)
Program	: Organizational Behavior
Supervisor	: Doç. Dr. Güler İslamoğlu
Degree Awarded and Date	: Master – July 2009
Keywords	: Work-family conflict, Gender

ABSTRACT

THE RELATIONSHIP BETWEEN WORK-FAMILY CONLICT, LIFE ROLE SALIENCE AND INDIVIDUAL COPING STYLES: A GENDER-SENSITIVE STUDY

This study has attempted to understand the effects of life role salience on work-family conflict. Also, the effects of life role salience on the choice of coping styles with work-family conflict have been investigated. A gender-sensitive approach has been applied considering the different traditional gender roles ascribed to men and women. It seems that although men and women do not differ with respect to the salience they give to work and family roles, salience in their traditional and nontraditional role domains affect them differently. Results showed that salience in the traditional role domain is likely to promote work-family conflict. With respect to the choice of coping styles, the study has shown that people are more likely to use problem-focused coping styles when encountered with conflict in their salient role domain.

GENEL BİLGİLER

İsim ve Soyadı	: Irmak Erdoğan
Anabilim Dalı	: İngilizce İşletme
Programı	: Örgütsel Davranış
Tez Danışmanı	: Doç. Dr. Güler İslamoğlu
Tez Türü ve Tarihi	: Yüksek Lisans – Temmuz 2009
Anahtar Kelimeler	: Aile-iş çatışması, Toplumsal cinsiyet

ÖZET

AİLE-İŞ ÇATIŞMASI, YAŞAM İÇİ ROLLERİ BELİRGİNLİĞİ VE BİREYSEL BAŞA ÇIKMA YÖNTEMLERİ ARASINDAKİ İLİŞKİ: CİNSİYET BAZLI BİR ARAŞTIRMA

Bu araştırmada, yaşam içi rolleri belirginliğinin aile-iş çatışması üstündeki etkisi araştırıldı. Bunun yanı sıra, yaşam içi rolleri belirginliğinin, aile-iş çatışmasıyla başa çıkmada kullanılan yöntemler üstündeki etkisi de incelendi. Kadın ve erkeğe biçilen farklı toplumsal cinsiyet rolleri, araştırmada cinsiyet farklarını gözeten bir yaklaşımın seçilmesinde etkili oldu. Kadın ve erkek arasında aile ve iş rolleri belirginliği açısından bir farklılık bulunmasa da, geleneksel ve geleneksel olmayan rol belirginliklerinin kadın ve erkeği farklı etkilediği ortaya çıktı. Sonuçlar, kadın ve erkeğin geleneksel rollerindeki belirginliklerinin aile-iş çatışmasını tetiklediğini gösterdi. Aile-iş çatışmasıyla başa çıkmada kullanılan yöntemler açısından, kişilerin belirgin rollerinde çatışmayla karşılaştıklarında, problem odaklı başa çıkma yöntemlerini daha çok kullandıkları ortaya çıktı.

TABLE OF CONTENTS

LIST OF TABLES

LIST OF FIGURES

Page No.

1. INTRODUCTION

Individuals have to perform multiple roles throughout their life: Child, employee, spouse, parent, etc. Each of these roles puts on different demands on the individual and requires time and energy. Since the individual's time and energy resources are limited, it can be difficult to meet the demands of each of these different roles. Sometimes the individual has to "choose" between two roles. Being a good mother may require making sacrifices in the career of a woman. Being a successful businessman may require neglecting the family on the man's side.

Work and family are the two major domains where the individual performs his/her life roles. It was once believed that work life was separate from family life and that each domain is operated by its own laws. This belief, referred as "the myth of separate worlds" (Kanter, 1977), has now been replaced with the idea that the relationship between work and family is dynamic and reciprocal (Huang, Hammer, Neal, and Perrin, 2004).

In recent decades, there have been striking changes in the nature of families and workforce. There are more employees engaged in a dual-earner lifestyle where both partners work and share responsibility for family care-giving (Eby, Casper, Lockwood, Bordeaux, and Brinley, 2005). Thus, finding a balance between these two domains is definitely a challenge of the modern individual. In the Nicomachean Ethics, Aristotle described virtue as a balance point or "the golden mean". In search for the "golden mean" between work and family domains, all men and woman are in danger of experiencing conflict. In today's world, where gender roles are getting vaguer than ever, it is critical to take a gender-sensitive approach to work-family conflict and life roles in general.

The aim of the present study is 1) to understand gender differences in work-family conflict 2) to examine the effects of life role salience on work-family conflict and on the choice of coping strategy with work-family conflict.

2. WORK-FAMILY CONFLICT

Before defining work-family conflict and reviewing the literature on work-family conflict, it will be helpful to begin with definitions of some concepts related to work-family conflict: Family, work, role, role conflict and inter-role conflict.

"Family" is typically defined as two or more individuals occupying interdependent roles with the purpose of accomplishing shared goals. "Work" is typically restricted to tasks associated with paid employment (Eby et al., 2005). However, it should be noted that there has been debate over whether work also includes task-related activities that are not associated with financial gain. Some research on work-family conflict encompasses the view that work includes both paid and non-paid work, such as housework (e.g. Duxbury, Higgins and Lee, 1994; Kossek, Noe, and DeMarr, 1999).

A role is defined as an expected pattern or set of behaviors that exist in the minds of people (Kossek et al.,1999). Role conflict occurs when there is a simultaneous occurrence of two (or more) sets of pressures such that compliance with one would make compliance with the other more difficult (Kahn, Wolfe, Quinn, Snoek, and Rosenthal, 1964). Work conflict and family conflict are two types of role conflict. Kahn et al. (1964) defined work conflict as the extent to which a person experiences incompatible pressures within the work domain and they defined family conflict as the extent to which a person experiences incompatible pressures within the family domain. There are different types of conflict within the work role identified as intrasender; intersender; and person-role conflict. In each form of conflict, one set of role pressures is in some sense incompatible with the other set of pressures.

Interrole conflict is a form of role conflict in which the sets of opposing pressures arise from participation in different roles (Kahn et al., 1964). Interrole conflict is experienced when pressures arising in one role are incompatible with pressures arising in another role (Greenhaus and Beutell, 1985).

Greenhaus and Beutell (1985) were the first scholars to review the literature on the conflict between work and nonwork roles. Based on the previous works of Kahn et al. (1964) they have defined work-family conflict as "a form of interrole conflict in which role pressures from the work and family domains are mutually incompatible in some respect".

They examined the sources of conflict between the work role and family role and suggested that there are three major forms of work-family conflict: time-based conflict, strain-based conflict and behavior-based conflict.

2. 1. TYPES OF WORK FAMILY CONFLICT

Greenhaus and Beutell's definition of work-family conflict and their suggestion of the three major forms of work-family conflict are widely accepted in the body of literature on work-family conflict. It will be helpful to review the definitions they made about these three forms of work-family conflict.

2.1.1. Time-based Conflict, Strain-based Conflict and Behavior-based Conflict

2.1.1.1. Time-based Conflict

Multiple roles may compete for a person's time and time spent on activities within one role generally cannot be devoted to activities within another role (Greenhaus and Beutell, 1985). Time-based conflict occurs when time devoted to one role makes it difficult to fulfill requirements of another role. Greenhaus and Beutell (1985) propose that time-based conflict can take two forms; (1) time pressures associated with membership in one role may make it physically impossible to comply with expectations arising from another role; (2) pressures also may produce a preoccupation with one role even when one is physically attempting to meet the demands of another role. An example for time-based conflict may be where a parent-teacher meeting coincides with an important meeting at work (Rotondo, Carlson, and Kincaid, 2003).

2.1.1.2. Strain-based Conflict

The second form of conflict involves role-produced strain. Greenhaus and Beutell's (1985) definition suggests that strain-based conflict exists when strain in one role affects one's performance in another role. The roles are incompatible in the sense that the strain created by one makes it difficult to comply with the demands of another. Any work or family role characteristic that produces strain can contribute to work-family conflict (Greenhaus and Beutell, 1985). Coming home from work so emotionally and physically exhausted that one cannot effectively function or fulfill role demands at home would be an example for strain-based conflict.

2.1.1.3. Behavior-based Conflict

Specific patterns of in-role behavior may be incompatible with expectations regarding behavior in another role. Greenhaus and Beutell (1985) suggest that if a person is unable to adjust behavior to comply with the expectations of different roles, he or she is likely to experience conflict between the roles. For instance the managerial and family member stereotypes have different behavior expectations. While management emphasizes self-reliance, emotional stability, aggressiveness, and objectivity, parenthood expects a person to be warm, nurturing, emotional, and vulnerable. When the individual is unable to adjust his/ her behavior according to each role, he or she is likely to experience behavior-based conflict (Greenhaus and Beutell, 1985).

2.1.2. Family Interfering Work (FIW) and Work Interfering Family (WIF)

Work-family conflict was originally believed to be unidimensional. But research has proposed that conflict between work and family can originate in either domain. Work can interfere with family needs (WIF) or family can interfere with work responsibilities (FIW) (Gutek, Searle, and Klepa, 1991). Interference from family to work occurs when family-role responsibilities hinder performance at work. Interference from work to family arises when work-role activities impede performance of family responsibilities. Most recent definitions display this bi-directional conceptualization (Eagle, Miles, and Icenogle, 1997; Frone, Yardley, and Markel, 1992b; Frone, Yardley,

and Markel, 1997b; Netemeyer, Boles, and McMurrian, 1996). WIF and FIW are distinct, yet related, forms of interrole conflict (Huang et al., 2004).

Research shows that WIF and FIW have different antecedents and outcomes. Antecedents of WIF include work role stressors and characteristics, while antecedents of FIW tend to be family role stressors and characteristics. Also, there is support for the idea that outcomes of WIF are family-related distress and family-related behaviors, while the outcomes of FIW are work-related distress and work-related behaviors (Huang et al., 2004). The antecedents and consequences of work-family conflict will be reviewed in detail in following sections.

The relationship between WIF and FIW has been examined in literature. Frone, Russell, and Cooper (1992a) developed and tested a comprehensive model of the work-family interface. They hypothesized a positive, reciprocal and direct relationship between the two types of work-family conflict. This reciprocal relationship suggests that if one's work interferes with family, this may lead to problems in the family since family obligations go unfulfilled. These problems in the family, in turn, spillover into the work domain such that hindering one to concentrate on work and thereby causing family to interfere with work. Results were strongly supportive of a positive, direct, reciprocal relationship between these two types of conflict.

In another study, Frone et al. (1997b) extended the 1992 model and developed a revised integrative model of the work-family interface. The 1997 study hypothesized that the relationship between WIF and FIW were indirect, mediated by role distress/dissatisfaction and role overload. Results were supportive of their hypotheses, demonstrating that role-related dissatisfaction was a key mediating variable which links the work domain with the family domain. Furthermore, Huang et. al. (2004) tested the relationship between WIF and FIW using a longitudinal research design and found that there is a direct positive relationship between the two.

An ongoing debate revolves around the perceived ability of individuals to control stressors from family and work domains. Some argue that individuals cannot

trade off family involvement for work (Tenbrunsel, Brett, Maoz, and Stroh, 1995). Others theorize that individuals have more control over family than over work (Bolger, DeLongis, Kessler, and Wethington, 1989; Pearlin and Schooler, 1978). Consistent with latter theory, research shows that in general, people report greater WIF than FIW (Ferber, O'Farrell, and Allen, 1991; Gutek et al., 1991; Frone et al., 1992a, b).

In this study, six dimensions of work-family conflict will be analyzed: time-based FIW, time-based WIF, strain-based FIW, strain-based WIF, behavior-based FIW, behavior-based WIF. Table 1 shows the types of work-family conflict.

Table 1

Types Of Work-Family Conflict

	Time-based Conflict	Strain-based Conflict	Behavior-based Conflict
FIW	Time-based FIW	Strain-based FIW	Behavior-based FIW
WIF	Time-based WIF	Strain-based WIF	Behavior-based WIF

2.2. ANTECEDENTS OF WORK-FAMILY CONFLICT

Changing nature of relationships in families and workforce prompted a proliferation of research on the relationship between work and family roles (Eby et. al., 2005). In a recent meta-analysis, Eby et. al. (2005) reviewed 190 work-family studies published from 1980 to 2002. In this meta-analysis, Eby et al. classified a total of 966 predictor variables which were investigated in work-family research. The most commonly studied predictors were found to be Family Characteristics (12.5%), Background Characteristics (11.6%), Work Attitudes (11.2%), and Job Attributes (9.9%).

A primary area of research has been the examination of the antecedents of work-family conflict. The literature on antecedents of work-family conflict is categorized as work-domain predictors, family-domain predictors and individual differences.

2.2.1. Work-domain predictors:

There are plenty of studies examining characteristics of the work-domain as predictors of work-family conflict (Eby et al., 2005). Pleck, Staines, and Lang (1980) reported that physical and psychological work demands were positively related to several types of work-family conflict. The number of hours worked per week (Burke, Weir, and Duwors, 1980b; Keith and Schafer, 1980; Pleck et al.,1980; Gutek et al., 1991; Tausig and Fenwick, 2001), the number of hours worked/commuted per week (Bohen and Viveros-Long, 1981), the amount and frequency of overtime and the presence and irregularity of shift work (Pleck et al., 1980), working at weekends and rotating shifts (Shamir, 1983), the inflexibility of the work schedule (Pleck et al., 1980), unpredictability of work routine (Fox and Dwyer, 1999) relate to higher work family conflict. Such work demands create time pressures on the individual making it physically impossible to comply with expectations arising from the family domain, and thus promote work-family conflict.

Ambiguity and/or conflict within the work role (Jones and Butler, 1980; Kopelman, Greenhaus, and Connolly, 1983; Barling and MacEwen, 1992; Bedeian, Burke, and Moffett, 1988; Greenhaus, Bedeian, and Mossholder, 1987) also promote work-family conflict. Research shows that such work role characteristics produce work-related strain which in turn contribute to work-family conflict. Other work role characteristics that promote work-family conflict by producing strain include inequity of rewards at work (Greenhaus et al., 1987), abusive supervision (Tepper, 2000) and being self-employed (Parasurman and Simmers, 2001).

Research also suggests that high involvement in work promotes work-family conflict. Those who work more hours or longer days (Carlson and Perrewe, 1999; Greenhaus et al., 1987; Shamir, 1983), who report high job involvement (Carlson and Perrewe, 1999; Parasurman and Simmers, 2001), who display greater time commitment to work (Parasurman and Simmers, 2001), who are high in intrinsic motivation and organizational loyalty (Tenbrunsel et al., 1995) or who have greater autonomy at work (Parasurman and Simmers, 2001) tend to report higher work-family conflict. That is

because high involvement in a role requires the individual to allocate more time and energy in that role which makes it difficult to deal with expectations of the other role. Higher intrinsic motivation, higher organizational loyalty or greater autonomy are work role characteristics which put on greater time and energy demands on the individual and promote work-family conflict.

Burke et al. (1980b) also found that work stressors such as the rate of changes in work environment; stress in communications; and mental concentration required at work were related to work-family conflict. Specifically, higher rate of changes in work environment, greater stress in communications and greater mental concentration required at work produce strain on the individual and thus increase work-family conflict. Finally, low levels of leader support and interaction facilitation also appear to produce work-family conflict by making it more difficult to cope with the demands of the work role (Jones and Butler, 1980).

2.2.2. Family-domain predictors:

Family role characteristics that require a person to spend more time in family activities can produce work-family conflict (Greenhaus and Beutell, 1985). For instance, married persons were found to experience more work-family conflict than unmarried persons (Herman and Gyllstrom, 1977). Number of children has also been associated with work-family conflict (Greenhaus, Collins, Singh and Parasuraman, 1997; Gutek et al., 1991). In fact, recent research has shown that the most consistent family characteristic predicting work-family imbalance is being a parent (Tausig and Fenwick, 2001). As the number of children increases, role pressures from the family domain increase as well, putting extra time demands on the individual and producing more strain. In a similar fashion, the size of the family has also been linked to work-family conflict (Cartwright, 1978; Keith and Schafer, 1980). That is because the size of the family has been associated with more roles in the family which lead to greater time demands, and greater time demands from family have been linked to greater work-family conflict (Carlson and Perrewe, 1999; Parasurman and Simmers, 2001).

Besides the number of children, another important factor is the age of children. Several studies have found that parents of younger children experience more conflict than do parents of older children due to the greater responsibility attached to the care of younger children (Beutell and Greenhaus, 1980; Greenhaus and Kopelman, 1981; Pleck et al., 1980). Another finding about the linkage between child care and work-family conflict is that work-family conflict is higher among those who are concerned or troubled about child care (Buffardi and Erdwins, 1997; Fox and Dwyer, 1999). Being concerned or troubled can contribute to work-family conflict by producing strain which makes it difficult to cope with the simultaneous demands of work and family domains. Similarly, those who are highly involved in family are more likely to experience work-family conflict (Carlson and Perrewe, 1999; Parasurman and Simmers, 2001). That is because high involvement in a role requires the individual to devote a significant amount of time and energy to that role which makes it difficult to cope with the demands of the other role.

There are a number of sources in the family domain that produce strain and thereby contribute to work-family conflict. For instance, Frone et al. (1992a) found that family stressors such as role pressures and role ambiguity had a significant positive impact on work-family conflict. Role conflict within a family role or family conflict is also a source of stress in the family domain (Kopelman et al., 1983). Loerch, Russell, and Rush (1989) found that family conflict was a significant predictor for both strain- and behavior-based conflict and was related to time-based conflict only for women. Since family matters are considered feminine work, conflict in the family domain is more likely to create time pressures for women than for men.

Any family role characteristic that produces strain can contribute to work-family conflict. Other family role characteristics that promote work-family conflict by producing strain include disagreements, tension or stress with family or spouse (Carlson and Perrewe, 1999; Fox and Dwyer, 1999) and less family/spouse support (Carlson and Perrewe, 1999; Holahan and Gilbert, 1979a). The absence of family/spouse support contributes to work-family conflict not only by producing strain but also by making it more difficult to cope with the demands of the family domain.

Work pattern of the spouse has also effects on work-family conflict. Keith and Schafer (1980) reported that the level of work-family conflict experienced by women is directly related to the number of hours her husband works per week. Greenhaus and Kopelman (1981) found that if the wife has a managerial/professional position then the husband experiences more intense work-family conflict than the husbands whose wives don't have a managerial/professional position. An explanation for these findings is that as the spouse's work responsibilities and work demands increase, one encounters greater role pressures from family, because he/she has to deal with greater family responsibilities.

Not only the work pattern of the spouse but also attitudes of the spouse towards work and family roles affect work family conflict. For instance, Beutell and Greenhaus (1983) found that women whose career orientations are different than their husbands experience relatively intense conflict between home and nonhome roles. Husband-wife disagreement about family roles (Chadwick, Albrecht, and Kunz, 1976) and husband-wife difference in attitudes toward a wife's employment status (Eiswirth-Neems and Handal, 1978) can also create work-family conflict. Such differences and disagreements in attitudes tend to produce role ambiguity and role conflict, thus create tension and conflict.

2.2.3. Individual differences:

Several researchers have examined how individual differences are related to work-family conflict. Wayne, Musisca, and Fleeson (2004) investigated the relationship between each of the Big Five personality traits and work-family conflict. Conscientiousness was found to be associated with reduced conflict. Despite the fact that conscientious individuals are likely to work hard to achieve their goals, which could increase the opportunity for conflict, their being efficient and organized may enable them to accomplish their roles with less interrole conflict (Wayne et al., 2004). Also, because conscientious individuals are able to successfully complete tasks in less time, they may be less preoccupied with work while at home and vice versa, thus

experience less work-family conflict. Wayne et al. (2004) also found that neuroticism was associated with increases in work-family conflict. One explanation for this finding is that people with high neuroticism tend to use more ineffective coping strategies than people with low neuroticism. Similarly, Grzywacz and Marks (2000) found that neuroticism was positively related to both WIF and FIW.

A number of other personality variables have also been related to work-family conflict. Carlson (1999) found that negative affectivity is positively linked to each of the three forms of work-family conflict. That is, the greater the negative affectivity is, the more likely is the individual to report time-based, strain-based and behavior-based conflict. This finding suggests that negative affectivity makes the individuals more predisposed to perceived work-family conflict in any situation. Moreover; Stoeva, Chiu, and Greenhaus (2002) found that job stress mediates the positive relationship between negative affectivity and work-family conflict, whereas family stress mediates the relationship between negative affectivity and FIW. More precisely, people with negative affectivity perceive greater job and family stress which in turn produces WIF and FIW, respectively.

Several studies have revealed a positive relationship between Type A behavior and work-family conflict (Burke, Weir, and Duwors, 1979, 1980a). These relationships reflect the tendency of extreme Type A employees to work longer hours and travel more extensively thus create time pressures which lead to work-family conflict (Howard, Cunningham, and Rechnitzer, 1977). Noor (2002) tested the effects of locus of control on work-family conflict. Women with internal control were found to face higher work–family conflict than women with external control. Literature suggests that people who offer external explanations for negative occurrences tend to experience fewer difficulties than those who offer internal explanations (Peterson & Seligman, 1987). Thus, an external locus of control is likely to reduce strain and work-family conflict.

Finally, in a recent study, Lilly, Duffy, and Virick (2006) studied the relationship between McClelland's needs and work-family conflict. They found that individuals with a high need for power and a high need for achievement are likely to

experience WIF, but not FIW. These findings suggest that someone who has a high need for power or achievement is more likely to let work become the focal point for satisfying those needs. The family needs are secondary, possibly resulting in an increase in family-related problems and WIF. Another finding is that as need for affiliation increases, FIW also increases, but WIF does not. A similar explanation can be made for this finding as well. An individual with a strong need for affiliation is likely to allow family-related matters to become a focal point for satisfying those needs. This situation may result in increased pressures from family domain and thus greater FIW.

Another individual characteristic related to work-family conflict is life role values. In the next section life role values in general and their interaction with work-family conflict will be discussed.

2.3. LIFE ROLE VALUES AND WORK FAMILY CONFLICT

Before evaluating the relationship between life role values and work-family conflict, it will be helpful to review role / identity theory to understand the origins of the concept.

2.3.1. Role / Identity Theory

Role theorists define a role as an expected pattern or set of behaviors that exist in the minds of people. The involvement of persons in multiple roles can be complex and stress-provoking (Kossek et al., 1999).

Role identities are self-conceptions in terms of one's position in the social structure (Thoits, 1991); they are answers to the question "Who am I?" in terms of the positions or roles that one holds (e.g.., I am a mother, a teacher, an aunt, a tennis player…) (Thoits, 1992).

Thoits (1983) pointed out that because roles are sets of behavioral expectations which are attached to positions in the social structure, identities based on positional roles should provide an individual with a sense of who he or she is and how he or she

ought to behave. Thus, role-identities should give individuals a sense of existential meaning and purpose in life and provide behavioral guidance in specific situations.

People hold multiple identities. The accumulation of role identities, that is the number of identities a person holds, is generally beneficial for psychological well-being (Thoits, 1991). Identity-accumulation hypothesis suggests that men and women, the married and the unmarried, and members of the low- and high-status groups may differ in the mean number of identities they possess and thus that mental health differences between these groups might be explained partially by their levels of identity accumulation. Thoits (1991) argued that this idea is too simple. The sheer number of identities held is not sufficient to account for gender and status differences in outcomes such as psychological well-being or distress. She pointed out that in several studies, where men and women hold the same number and combination of role-identities, distress differences by gender are still observed (e.g. Gore and Mangione, 1983; Thoits, 1986). Findings in these studies suggested that employed married mothers exhibit significantly higher anxiety than employed married fathers. Furthermore, unemployed husband-fathers were found to be significantly more distressed than unemployed wife-mothers. Depending on these findings Thoits (1991) suggested that the same role-identities may have different meanings or importance for different individuals.

Individuals organize their multiple identities hierarchically and invest themselves in some social roles more strongly than others. The more salient the role-identity, the more meaning, purpose, and behavioral guidance should derive from its enactment (Thoits, 1991). Salience refers to subjective importance that a person attaches to each identity.

Thoits (1991) developed the concept of "identity relevant stressors". These are categorized as identity-threatening stressors and identity-enhancing stressors. Identity-threatening stressors are events or strains which disrupt or threaten to disrupt an individual's most salient role-identities. It is argued that these experiences should be more psychologically damaging than identity-irrelevant stressors, which disrupt or threaten to disrupt less valued role involvements. Conversely, identity-enhancing

events should increase individuals' psychological well-being more than desirable events associated with less valued role involvements. In other words, identity-relevant experiences are more powerful predictors of psychological distress and well-being.

Thoits' concept of "identity relevant stressors" has found use in work-family conflict research. For instance, Greenhaus et al. (2001) investigated the relationship between WIF and withdrawal intentions from a profession. Depending on identity theory, they predicted that the relationship will be stronger for employees who are highly involved in their families than for those who are relatively uninvolved. That is because extensive WIF is an identity-threatening stressor for individuals who are highly involved in family life. Individuals for whom the family is a central part of their identity may respond to this identity threat by seeking to leave the profession whereas people uninvolved in their families will not. That is because for the latter group, WIF is an identity-irrelevant experience. Results supported their hypothesis providing support for identity theory as a basis of explaining differences in outcomes of work-family conflict.

However, another study which used identity theory as a theoritical framework in investigating gender differences in work-family conflict has failed to provide support for its hypothesis. Frone, Russell and Barnes (1996) suggested that gender may moderate the relationship between work-family conflict and health-related outcomes. Using identity theory and research on sex role socialization as a theoritical framework, they hypothesized that WIF should have a stronger impact on the health of women relative to men and FIW should have a stronger impact on the health of men relative to women. Results did not support the hypotheses.

Simon (1992) suggested that role salience is only one aspect of the role-identity. In addition to the salience of a role, the combination of one's life roles is also important. That is because some roles may be meaningful only in combination with specific others. For men, for example, work may be meaningful only in the context of marriage and family obligations, because occupying the worker role may signify that one is a good husband and family provider (Simon, 1992). Married men, divorced men

and divorced women with dependent children at home may consider themselves "family breadwinners" and may derive purpose or meaning from this identity combination.

Apart from Simon's suggestions, Menaghan's (1989) findings also suggest that the meaning and psychological consequences of role-identities might depend less on their salience than on particular combinations of identities that individuals possess. Summing up previous work on role-identities, Thoits (1992) has pointed out that what matters is which role-identities are held, in which combinations, and by which gender.

Depending on Thoits' theory, Kossek et al. (1999) focused on the self-management of roles. They argued that the management of work and family roles is structured by the individual. They proposed that it is necessary that men and women actively pursue a strategy in order to manage work and family roles, because traditional families no longer exist, and men and women have both responsibilities in the work and family domains. They developed the concept of "work-family role synthesis", which is defined as strategies an individual uses to manage the joint enactment of work and family roles. They argued that there are two main decision-making components to work-family role management: Boundary management and role embracement.

According to Kossek et al. (1999) boundary management refers to the way one organizes and separates role demands and expectations to the specific domains of work and home. Some individuals segment them and create mutually exclusive worlds. Under this scenario, a person keeps work and family roles completely separated and deals with family matters during non-work hours and work matters only during working hours. This person never brings work home. Having non-overlapping boundaries means that the domains have little impact on each other. This strategy is consistent with the "segmentation" work-family conflict perspective (Barling, 1994), which assumes that work and family roles can be structured with non-overlapping boundaries and little impact on each other.

Other individuals conceive of work and home as having no distinctions in thought, time or space (Nippert-Eng, 1996). Kossek et al. (1999) suggests that these

people are likely to choose strategies involving low separation of boundaries between work-and family roles. This strategy is consistent with the "spillover" view of work-family conflict, which holds that individuals operating in multiple roles are likely to directly and psychologically blur boundaries (Staines, 1980).

Role embracement is another decision making component to work-family synthesis (Kossek et al., 1999). It refers to the intensity with which one enacts a role. Intensity is shown by the amount of time and energy devoted to the role. Some employees may elect to devote most of their time and energy to their job; others may choose to be more intensely involved in the family role.

Thoits (1992) suggested that role combinations affect men and women different psychologically and that men and women have different social constructions of how work and family should be co-managed. Depending on Thoits' theory, Kossek et al. (1999) examined gender differences with respect to strategies used for work-family role synthesis. They proposed that women are more likely to choose higher family role intensity and lower boundary separation than men. They proposed that while men are able to highly separate roles to a greater degree, women are likely to have more permeable and flexible boundaries between work and family roles due to increased demands related to workload (paid plus unpaid) and need for multitasking roles.

2.3.2. Life Role Values

The system of values an individual holds regarding the work and family domain roles is defined as life role values (Carlson and Kacmar, 2000). Carlson and Kacmar (2000) identified three streams of research which incorporated values: centrality, priority, and importance. More precisely, life role values are based on what the individual believes to be important to, central to, or a priority in his or her life. They distinguished between involvement and values. Values are defined as a desirable state of existence, not necessarily a reality, whereas involvement reflects how immersed in the family or job situation an individual actually is, not the value he or she places on that domain.

Carlson and Kacmar (2000) were the first scholars to consider the moderating effect of life role values on the work-family conflict process. It will be helpful to review their analysis of the three streams of life role values.

2.3.2.1. Centrality

One approach to examining the value expression of individuals is to determine how central work or family is in their lives. The expression of centrality of roles may manifest itself in the manner in which individuals describe themselves when introduced to others. The idea of central life interests has been studied across many different groups. Carlson and Kacmar (2000) proposed that the different centrality placed on the role of work or family may be helpful in explaining differences in the experience of work-family conflict. The centrality of a role to an individual may affect the choices and decisions he or she makes. If those decisions are to focus on one domain and not the other, this may cause work-family conflict (Carlson and Kacmar, 2000)

2.3.2.2. Priorities

A second way in which life role values have been studied is through priorities. The roles individuals identify themselves with will be reflected in the priorities they set in their lives. Carslon and Kacmar (2000) pointed out that variation in values as expressed by prioritization of life roles should lead to differing experiences of work-family conflict. An example of a high priority role is the role the individual places at the top of all the roles they have to enact. For example, staying at a work meeting and missing a child's soccer game may suggest that the individual has a higher business priority than parenting priority in that given situation. This could cause work-family conflict as the individual experiences strain from the family domain due to missing the child's soccer game.

2.3.2.3. Importance

A third way in which value expression of individuals can be examined is from the perspective of importance. Similar to the previous approaches, this approach also considers the value placed on multiple roles in one's life. But this approach is different from the others because it considers values in absolute terms as opposed to relative

terms. The idea of the importance of a role has been studied in the area of work-family conflict as role salience.

2.3.3. Role Salience

Carlson & Kacmar (2000) were the first scholars to include life role values to the model of work-family conflict and to examine the effects of different life role value manifestations of centrality, priority and importance. They found a variety of differences with respect to the antecedents and consequences of work-family conflict. But the examination of work-family conflict from the perspective of *importance*, namely role salience, was evident before Carlson & Kacmar (2000).

When Greenhaus and Beutell (1985) first defined work-family conflict, they proposed that role salience is positively related to the level of work-family conflict and that it moderates the relationship between role pressures and work-family conflict. Also, they argued that persons for whom work and family are both highly salient would be particularly susceptible to work-family conflict. In an attempt to test the propositions made by Greenhaus and Beutell (1985), the relationship between role salience and work-family conflict has been examined in various studies. Most of them focused on the relationship between attributions of importance to work/family roles and work-family conflict (Cinamon and Rich, 2002a). The importance of a role for one's self-concept is referred to as role salience.

Lodahl and Kejner (1965) defined role salience as the extent to which a given role is of importance to one's total self-image. Nevill and Super (1986) proposed that the importance of a role can be determined by three criteria: (a) commitment, referring to one's emotional attachment to a role; (b) participation, or actually spending time and energy in a role; (c) knowledge, gained through direct or vicarious experience in a role. In an attempt to address issues in career counseling, they developed the Salience Inventory depending on Super's (1980) life-span theory. Super's (1980) life-span theory suggests that there are nine major roles commonly played by a person throughout or at specific points in his or her life span: son or daughter, student, leisurite, citizen, worker, spouse, homemaker, parent, and annuitant or pensioner. These roles constitute a life

career from birth until death according to the amount of time spent and the person's emotional involvement in each role. The Salience Inventory focuses on five life-career roles: studying, working, community service, home and family, and leisure activities. For each of the five roles three components of role salience are measured: Participation, Commitment and Value Expectations.

Carlson and Kacmar (2000) mentioned that studies examining the relationship between role salience and work-family conflict have measured values in absolute terms as opposed to relative terms. Cinamon and Rich (2002a) criticized this approach, namely the examination of attribution of importance to one role without simultaneously considering attribution of importance to the other role. They proposed that this approach may provide only partial understanding of attributed importance because the effects of the various demands from two roles are interdependent, and thus important attributions to one role are contingent upon the importance that person attributes to the other roles. They suggested that a person giving high importance to the work role and low importance to the family role is unlikely to experience the same work-family conflict as a person giving high importance to both of the roles.

They identified distinct groups of people who differ according to the relative importance they attribute to work and family roles. Analysis revealed 3 profiles of workers who differ in attributions of importance to work and family roles: Persons who ascribed high importance to both the work role and the family role ("Dual" profile), persons who ascribed high importance to the work role and low importance to the family role ("Work" profile) and persons who ascribed high importance to the family role and low importance to the work role ("Family profile). Furthermore, they found significant differences between the profiles regarding their level of WIF and FIW. Members of the work profile and the dual profile demonstrated higher levels of WIF than did individuals in the family profile. However, no such difference among the profiles has been found for FIW.

Greenhaus and Beutell (1985) proposed that role salience is positively related to the level of work-family conflict. The salience of a role has a direct impact on

pressures within the particular domain. It influences self-sender expectations that can affect role behavior and ultimately role pressures and conflict. Furthermore, they proposed that salience of a role moderates the relationship between externally-produced role pressures and work-family conflict. They stated the following:

"… persons for whom a role is highly salient are particularly responsive to environmental pressures because success and reward in the domain are so important. Therefore, there should be stronger relationships between role demands (e.g., pressure from a boss to complete a project, pressure from a spouse to clean the house) and time commitment and/or strain when the role is highly salient than when the role is not central to the person's self-concept." (Greenhaus and Beutell, 1985, p.83)

The literature on work-family conflict provides consistent results with Greenhaus and Beutell's (1985) proposal. Several studies have found a positive relationship between job/work involvement and work-family conflict (Duxbury and Higgins, 1991; Frone and Rice, 1987; Greenhaus, Parasuraman, Granrose, Rabinowitz, and Beutell; 1989; Frone et al, 1992a). Furthermore, several studies have found a positive relationship between family involvement and work-family conflict (Duxbury & Higgins, 1991; Hammer, Allen, and Grigsby, 1997; Stoner, Hartman, and Arora, 1990-1991). Parasuraman, Purohit, Godshalk and Beutell (1996) found that work involvement, representing work importance, instigated WIF whereas family involvement, representing family importance, instigated FIW.

Using Greenhaus and Beutell's theory as a theoretical framework and taking previous research findings on the relationship between role salience and work-family conflict into consideration, the following is hypothesized:

-H1: Role salience will affect the direction of work-family conflict, such that the higher the work salience, the higher the WIF and the higher the family salience, the higher the FIW.

In this study, Cinamon and Rich's (2002a) identification of profiles will also be used to investigate life role salience. Their approach to role salience suggests a simultaneous consideration of salience to both roles which is consistent with identity theory and Super's life-span theory. Identity theory emphasizes the importance of a simultaneous view of an individual's diverse life roles and his or her interconnections to understanding self-identity. Super also articulates the significance of a multidimensional and concurrent examination of all the social roles that an individual holds at a certain time, as well as the different meanings ascribed to each. It is also expected to find differences between salience profiles with respect to WIF and FIW. Therefore, the following is hypothesized:

H2: People in the family profile, work profile and dual profile will differ in the level of work-family conflict they experience.

Role salience is one of the plenty of antecedents leading to work-family conflict. Another primary area of work-family conflict research has been the examination of the consequences of work-family conflict and the ways to cope with these consequences.

2.4. CONSEQUENCES OF WORK-FAMILY CONFLICT

Work–family conflict has been associated with a number of dysfunctional outcomes which can be categorized as physical and psychological health consequences, work consequences and family consequences (Eby et al., 2005).

2.4.1. Physical and psychological health consequences:

Several studies examined the links between work-family conflict and physical / psychological health consequences. Frone et al. (1996) found that both WIF and FIW were significantly and positively related to depression, poor physical health, and heavy alcohol use. A four-year longitudinal study by Frone, Russell and Cooper (1997a) showed that only FIW was longitudinally related to depression, poor physical health and hypertension, whereas WIF predicted greater alcohol consumption in the long run.

Findings support the conclusion that only FIW has a consistent effect on an individual's health. Moreover, FIW is found to be mediating the relationship between family stress and depression (Frone et al., 1992a). That is, family stress leads family to interfere with work, and in turn, FIW leads to depression.

Several studies found that work-family conflict related to greater stress (Burke and Greenglass, 1999; Parasurman and Simmers, 2001; Kelloway, Gottlieb,and& Barham, 1999) and emotional exhaustion (Senecal, Vallerand, and Guay, 2001). Parasuraman, Purohit, Godshalk, and Beutell (1996) studied the mediator effects of WIF and FIW on the relationship between a number family/work variables and life stress. They found that workers who reported more work overload, greater parental demands and less family involvement, and those who spent more time at work and less time in family activities experienced higher WIF. Higher WIF, in turn, led to greater life stress. Similarly, workers with higher job involvement, less job autonomy, and less emotional support reported greater FIW, which in turn led to increased life stress as well.

Bacharach, Bamberger, and Conley (1991) found that work-family conflict mediated the relationship between role overload/role conflict and burnout. Specifically, workers with higher levels of role overload and role conflict reported more work-family conflict, which in turn lead to higher burnout.

Frone (2000) found that both FIW and WIF positively related to anxiety disorders, mood disorders, and substance abuse disorders. Moreover, WIF is found to be a mediator in the relationship between job time demands and psychological stress outcomes. That is, as job time demands increase, the individual experiences greater interference from work to family. Greater WIF, in turn, leads to psychological stress outcomes. A similar relationship is found between off-job demands and psychological strain. As off-job demands -such as demands from family- increase, family is more likely to interfere with work. In turn, FIW results in psychological strain (O'Driscoll, Ilgen, and Hildreth, 1992).

Higgins, Duxbury, and Irving (1992) found that workers who reported higher work expectations, greater work conflict, and higher involvement in both job and family domains reported higher work-family conflict, which in turn reduced the quality of family life. A number of studies has found that work-family conflict has negative effects on life satisfaction (Adams, King and King, 1996; Bedeian et al., 1988; Parasuraman, Greenhaus, and Granrose, 1992; Perrewe, Hochwarter, and Kiewitz, 1999). Kopelman et al. (1983) studied work-family conflict as a mediator variable and demonstrated that both work conflict and family conflict led to higher levels of work-family conflict, which in turn, related to lower life satisfaction. Moreover, FIW has been found to mediate the relationship between parental overload and life satisfaction. That is, as parental overload increases, the individual experiences greater interference from family to work, which leads to lower life satisfaction (Aryee, Luk, Leung, and Lo, 1999).

Kinnunen, Vermulst, Gerris, and Makikangas (2003) studied moderating effects of the big five personality dimensions between work-family conflict and its negative outcomes. It was found that emotional stability moderated the relationships between WIF and job exhaustion and between WIF and depression. More precisely, emotionally stable fathers were protected from negative effects of WIF. A reason for this finding may be that people with high emotional stability perceive environmental situations more favorably and thus eliminate the negative consequences of work-family conflict (Kinnunen et al., 2003).

2.4.2. Work consequences:

A number of studies has examined consequences of work-family conflict for the organization. Several studies found that greater work-family conflict related to lower job satisfaction (Bedeian et al., 1988; Burke and Greenglass, 1999; Parasurman and Simmers, 2001; Perrewe et al., 1999), and less career satisfaction (Parasurman and Simmers, 2001). Furthermore, FIW but not WIF, was found to predict job dissatisfaction (Gignac, Kelloway and Gottlieb, 1996). Findings seem reasonable because FIW corresponds to conflict in the work domain and thus it is more likely to create problems in the work domain. Cooke and Rousseau (1984) showed that workers

with greater work expectations and those who hold a greater number of family roles such as spouse and/or parent reported more work-family conflict due to increased responsibilities. In turn, work-family conflict related to higher levels of job dissatisfaction.

Another work consequence frequently associated with work-family conflict is turnover intention (Greenhaus, Parasuraman, and Collins, 2001; Boyer, Maertz, Pearson, and Keough, 2003). Greenhaus et al. (1997) found that work-family conflict functioned as a mediator between work/family overload and turnover intention. Specifically, increases in work and family overload led to greater work-family conflict, which in turn related to greater turnover intention. Anderson, Coffey, and Byerly (2002) found that less schedule flexibility, lower managerial support, and the perception that family has negative career consequences results in work interference with family. Conflict in the family domain, in turn, was related to lower job satisfaction, and stronger turnover intentions. Similarly, Greenhaus et al. (2001) also found that WIF, but not FIW, was positively related to withdrawal intentions. Because WIF is aroused primarily by work stressors, leaving the profession that interferes with family is likely to reduce an individual's stress level. On the other hand, those who experience extensive FIW are not likely to withdraw from their profession because the source of the interference is coming from the family domain, not the workplace (Greenhaus et al., 2001). In addition, relationships of WIF with withdrawal intentions and withdrawal behavior were found to be stronger for individuals who were relatively uninvolved in their careers. One explanation for this finding is that career-involved individuals are not overly disturbed by the interference of work into their family life and are willing to tolerate the interference for the sake of their careers (Greenhaus et al., 2001).

Other work consequences associated with work-family conflict include absenteeism, being late to work, withdrawal at work, and poor performance at work (e.g., Aryee, 1992; Burke, 1988; Goff, Mount, and Jamison, 1990; Thomas and Ganster, 1995). It was found that greater family responsibilities led to greater FIW, which in turn was related to greater absenteeism (Anderson et al., 2002). Furthermore, Gignac et al. (1996) also found that FIW, but not WIF was related to absenteeism. Results suggests

that when family interferes with work, the individual may have absenteeism as a way to create time to satisfy family demands. Another consequence of work-family conflict is poor performance at work. Frone et al. (1992a) found that FIW mediated the effect of time commitment, family distress, and family overload on work performance. Specifically, they found that workers with greater family time commitment, higher family distress, and greater family overload experienced greater interference from family to work, which in turn was associated with poorer work performance.

Finally, two other work consequences associated with work-family conflict are work-distress and job-induced tension. Frone et al. (1992a) found that FIW, but not WIF, was positively related to work distress. Lilly et al. (2006) found that both FIW and WIF are associated with job-induced tension. Findings suggest that job-induced tension is a role permeable variable, meaning that conflict from either domain can lead to tension, whereas work distress is predicted only by conflict from its own domain.

2.4.3. Family consequences:

Several studies suggest that work-family conflict related to lower family satisfaction and lower marital satisfaction (Bedeian et al., 1988, Parasuraman et al., 1992, Kinnunen et al, 2003). Kinnunen et al. (2003) found that the personality variable of agreeableness functions as a moderator between FIW and marital satisfaction. Specifically, aggreableness tends to reduce the negative effects of FIW on marital satisfaction. The finding seems fairly reasonable since agreeableness is associated with maintaining positive interpersonal relations and dealing with conflict in constructive tactics. Thus, agreeable persons are likely to minimize the negative effects of work-family conflict.

Frone et al. (1992a) found that WIF was positively related to family distress. That is, if demands and responsibilities associated with work role hinder the enactment of the family role, the quality of life in the family domain may suffer. Other family consequences associated with work-family conflict include decreased family well-being and decreased family performance (Kinnunen and Mauno, 1998). Frone et al. (1997a) found that the effects of work time commitment, work distress, and work overload on

family performance were mediated by WIF. That is, workers with greater work time commitment, higher work distress, and greater work overload reported more interference from work to family. Those high in WIF, in turn, exhibited lower family performance.

Literature shows that work-family conflict has a variety of negative consequences. Dealing with these negative consequences and managing competing demands from work and family can be a formidable source of stress for many individuals. In the next section, literature on coping with work-family conflict will be reviewed.

2.5. COPING WITH WORK-FAMILY CONFLICT

The practitioner literature on work-family conflict has focused on the ways organizations can help employees cope with work-family conflict (Rotondo, Carlson, and Kincaid, 2003). Flexible working policies and arrangements, benefits like flexitime, alternative work-schedules, on-site day care, career break schemes and informal support networks are implemented by family-friendly organizations to help employees create a balance between home and work. Work support (Greenhaus et al., 1987; Carlson and Perrewe, 1999), the availability of work-family benefits (Thompson, Beauvais, and Lyness, 1999), collective socialization during employee orientation (Zahrly and Tosi, 1989), family sensitive supervision and work flexibility (Clark, 2002) are related to less work-family conflict. Nielson, Carlson, and Lankau (2001) found that having a mentor, receiving more role modeling and overall mentor support and having a mentor who is perceived as having similar work-family values reduced work-family conflict. Thomas and Ganster (1995) also found that supervisor support reduced work-family conflict among health care workers, which in turn led to greater job satisfaction, less depression, fewer somatic complaints and lower cholesterol levels.

But research shows that family-friendly work environments are not sufficient to eliminate adverse effects of work-family conflict. For instance, competitive pressures and contextual constraints have been found to neutralize family-friendly policies and increase conflict rather than decrease it (Bellevia and Frone, 2005). The actual use of

flexitime and telework (Lapierre and Allen, 2006) and job autonomy (Andreassi and Thompson , 2007) have been found to be associated with higher levels of FIW. Findings suggest that even those employed by family-friendly organizations must draw on their own resources to manage competing demands (Rotondo and Kincaid, 2008). Also, many employees cannot enjoy these benefits at all and often the individual has to rely on individual resources to cope with the stress created from the competing demands from work and family (Rotondo et al., 2003). For instance, Adams and Jex (1999) studied the effects of time management strategies on work-family conflict. In general, the results support the notion that time management, as a family supportive practice undertaken by an individual, operates in much the same manner as family supportive practices enacted by organizations. Thus, it appears that strain outcomes arising out of work-family conflict could be reduced through the efforts of both the individual worker and the employer.

Coping is defined as the cognitive and behavioral efforts individuals use to manage taxing demands appraised as exceeding their personal resources (Lazarus and Folkman, 1984). Rotondo and Kincaid (2008) defined coping as "the attempts made to manage or eliminate stress". There are multiple ways individuals cope with stress. In this study the conceptualization of Havlovic and Keenan (1991) will be used, which consists of four distinct categories: direct action, help-seeking, positive thinking and avoidance/resignation.

Direct action and help-seeking are both behavioral, problem-focused attempts to solve problems. Direct action suggests individuals take specific action to eliminate the stressor. Help-seeking refers to attempts to mobilize action and make changes in conjunction with others. Help-seeking may also be referred as a behavioral manifestation or mobilization of social support. Research suggests that when situations are amenable to change, problem-focused styles like direct-action and help-seeking are likely to be more effective (Lazarus and Folkman, 1984). In general, the use of a problem-focused coping style in work settings seems to be associated with greater coping efficacy (e.g. Koeske, Kirk, and Koeske, 1993; Schwartz and Stone, 1993).

Positive thinking and avoidance/resignation are both cognitive, emotion-focused approaches to coping. Positive thinking implies a coping approach whereby the individual exercises great control to manage their cognitions in an optimistic fashion. Avoidance/resignation coping style refers to using a cognitive escape process and/or a passive attempt to ignore stressors. Neither style acts to change the stressor, but instead attempts to minimize the ill-feelings associated with distress. Research suggests that emotion-focused coping seems to be effective with stressors that cannot be removed or changed (Rotondo et al., 2003).

Through effective coping, the way the individual perceives his/her environment and its stressors becomes positively changed. Moreover, if an individual is effectively coping, his or her perceived work-family conflict should be lower because the conflict is "under control" (Rotondo et al., 2003). This view is consistent with Karasek's job strain model which is discussed earlier, suggesting that the degree of stress generated in jobs with similar demands is a function of the degree of individual control over the situation.

There are few studies examining the effects of coping on work-family conflict outcomes. One study by Rotondo et al. (2003) has examined the relationships between various styles of coping and work-family conflict in a comprehensive manner and found significant results. They found that help-seeking and direct-action coping styles used at home were associated with lower FIW, whereas avoidance/resignation coping was associated with higher conflict levels of all types. Lapierre and Allen (2006) found that an individual's tendency to use problem-focused coping with stress is associated with lower strain-based FIW, but not time based FIW.

Rotondo et al. (2003) proposed that individuals may direct efforts to cope with work demands, and direct separate efforts to cope with family demands. Furthermore, they proposed that coping in the work domain should be expected to most directly affect WIF conflict and coping at home should most directly impact FIW conflict. One interesting finding was that while problem-focused, behavioral coping styles used at home were associated with lower family-to work conflict, the same coping styles were

not associated with lower WIF when used with work stressors. Lapierre and Allen (2006) also found that problem-focused attempts to target stressors in the work domain did not reduce any form of conflict in the family domain. These findings are in line with the theory suggesting that individuals have more control over family than over work (Rotondo et al., 2003). One contrary finding is by Haar (2006) who actually found direct-action coping to be associated with higher WIF and FIW.

In this study we will focus on the choice of coping strategies rather than the examination of effects of various coping strategies on work-family conflict. No research has so far examined the relationship between role salience and the strategy used for coping within the two domains of work-family conflict. As a framework, we will use identity theory, which we discussed previously in this paper. We mentioned Thoits (1991), who developed the concept of identity-threatening stressors which are events or strains which disrupt or threaten to disrupt an individual's most salient role-identities. Role-identities give individuals a sense of existential meaning and purpose in life and provide behavioral guidance in specific situations (Thoits, 1991). According to identity theory, identity threatening stressors are more psychologically damaging than identity irrelevant stressors and identity-relevant experiences are more powerful predictors of psychological stress than identity-irrelevant experiences. The Conservation of Resources Theory (Hobfoll, 2001) suggests that, when stress levels rise, individuals expend resources to manage distress. Thus, when an individual encounters with an identity threatening stressor we expect individuals to direct problem-focused, behavioral coping styles more often to fight more effectively with the identity-threatening stressor.

Thus, we hypothesize that individual's choice of coping strategy will be affected by individual's role salience. More precisely, we anticipate that the higher family salient a person is, the more often he or she will use direct action and help-seeking coping styles when encountered with WIF, because conflict in the family domain is an identity-threatening stressor to them. A similar relationship between work role salience and coping style with FIW can be anticipated. The higher work salient a person is, the more often he or she will use direct action and help-seeking coping styles

when encountered with FIW, because to them conflict in the work domain is an identity threatening stressor. It is hypothesized that:

-H3: Role salience has an effect on the choice of coping strategy with work-family conflict; such that the higher the work salience, the more often the use of direct-action and help-seeking coping styles when encountered with FIW, the higher the family salience the more often the use of direct-action and help-seeking coping styles when encountered with WIF.

Individuals vary in how they experience work-family conflict and how they cope with it. A number of studies have been conducted to examine these differences among individuals. One of the most studied topic in examining individual differences in work-family conflict has been gender. In the next section gender issues in work-family conflict will be discussed.

3. GENDER AND WORK-FAMILY CONFLICT

Anyone with a job and a family may need to cope simultaneously with the demands of both. However, the cultural pressure placed on woman to take primary responsibility for family issues seems to indicate that women may experience work-family conflict more than men (Lilly et al., 2006).

Greenhaus and Beutell (1985) pointed out that work-family conflict is intensified when either work or family roles are salient and central to the person's self-concept. The more important a role is to an individual, the more time and energy that person will invest in that role, which will allow less time and energy for other roles. On the basis of Greenhaus and Beutell's (1985) argument, many scholars hypothesized that women experience more work-family conflict than men because of their typical greater home responsibilities and their allocation of more time and giving more importance to family roles (Cinamon and Rich, 2002b).

Gender differences are the most studied topic in work-family conflict. Not only the level of work-family conflict, but antecedents, consequences and even coping with it seems to differ across genders. Before reviewing the literature on research findings concerning gender differences in work-family conflict, some models and theories which help understand these gender differences will be discussed.

3.1. THE RATIONAL MODEL

One way of examining work-family conflict is from the perspective of the rational view (Gutek et al., 1991). The rational view of work-family conflict proposes that the amount of conflict one perceives increases in proportion to the number of hours one spends in both family and work domains. The rational view is generally supported by research findings (Keith and Schafer, 1984; Staines, Pleck, Shepard, and O'Connor, 1978, Gutek et al., 1991).

Duxbury et al. (1994) tested the rational model in a study where the relationships of gender, family type and perceived control with work-family conflict were examined. Results showed that women spent in total more time in work and family activities than did men and, consistent with the rational model, experienced higher levels of work overload. Also, they spent more time in family activities and experienced higher levels of FIW. However, contrary to the rational model, women experienced significantly more WIF despite the fact that they actually spent less time in work activities than men.

Duxbury et al.'s (1994) study –along with other studies which have conflicting results with the rational model (Herman and Gyllstrom, 1977; Holahan and Gilbert, 1979a)- suggests us that while the rational model provides a useful framework in understanding work-family conflict, it is not sufficient by itself in comprehensively explaining gender differences in work-family conflict.

3.2. KARASEK'S JOB STRAIN MODEL

Karasek's (1979) model focuses on describing the objective conditions conducive to stress. It is originally limited to the prediction of stress in the workplace, but it also provides a structure for understanding work-family conflict. Karasek (1979) identifies two key operating forces conducive to stress: role demands and control. According to him, high demands produce stress only when they are not accompanied with possible mechanisms for coping with demands. The degree of stress generated in jobs with similar demands is function of the degree of individual control over the situation. According to Karasek, the most stressful set of job conditions is a highly demanding job in which the individual has little control over.

Karasek's job strain model has implications for work-family conflict. It suggests that the amount of FIW should decrease as the amount of control one has over family demands increases (Duxbury et al., 1994). Similarly, the amount of WIF should decrease as the amount of control one has over work demands increases. Duxbury et al. (1994) tested these implications and found results which were supportive of using Karasek's job strain model to predict work-family conflict.

Karasek's model has also been applied to gender differences in work-family conflict. Duxbury and Higgins (1991) suggested that women do not have the same control as men related with how they spend their time, because the time women spend satisfying work or family expectations psychologically counts only within one domain, whereas the time men spend satisfying work expectations is often perceived as also satisfying family expectations. With this line of reasoning, Duxbury and Higgins (1991) suggested that, in terms of Karasek's model, men can be characterized as having more control than women over their ability to satisfy work and family expectations. Thus women's lack of control ought to lead them to perceive greater work-family conflict than men.

Sex and gender are considered to be different concepts. An individual's sex is classified according to biology, while gender is constructed by society to guide individuals into activities that are expressively masculine or feminine (Henley, 1985). These activities determine the roles that men and women are expected to play in society. So called, traditional gender roles prescribe different emphases for men and women. With respect to work and family roles, traditional gender roles suggest that work is for men and home maintenance is for women (Gutek, Nakamura, and Nieva, 1981). This tradition of gender roles was made explicit by Parsons in his delineation of instrumental (male) and expressive (female) roles (Parsons and Bales, 1955). The next section introduces gender roles as a model to understand gender differences in work-family conflict.

3.3. GENDER ROLES

The concept of traditional gender roles has biological and cultural origins. There are a number of theories explaining the formation of gender roles, such as psychoanalytical theory, sociobiological theory, social learning theory, etc. (Dökmen, 2004). For instance, in psychoanalytical theory, Freud explains gender roles with the concept of libido, the sexual energy which organizes sex and gender. The sociobiological theory takes into consideration the evolutional process and genetical

transformation as a basis for explaining gender roles. The social learning theory by Bandura (1977) has also been used for explaining differences in gender roles. In addition to these theories, a lot of biological explanations have been made which are based on either the structure of brain or hormones (Dökmen, 2004).

There are lots of theories which attempt to explain how gender roles are created. In the next section, some of these theories which have been referred to in gender research to link gender roles with work-family conflict will be reviewed.

3.3.1. Gutek – Sociocultural Expectations

Gutek (1991) suggested that role expectations affect men's and women's perceptions of work-family conflict differently. He proposed that, according to gender role perspective, additional hours of work in one's own sex role domain (such as more housework hours for a woman or more paid-work hours for a man) ought to be felt as less of an imposition by the role-holder than additional hours of work in the domain traditionally associated with the other sex. Thus, hours spent working in the opposite sex domain ought to have a greater psychological impact on a person's perceptions of work-family conflict than hours spent in his or her own domain.

For men, working many hours to provide a stable income for the family is part of the "good provider role" (Bernard, 1981). Thus, men may expect to put in many hours at work without feeling that work is imposing on their family life. Women, on the other hand, are more often expected to provide a stable home situation than financial security. Therefore, unlike men, women may feel that the time they spend at work is an imposition on their traditional family expectations. Thus, women are more likely to feel that their work is interfering with their family, than do men. The same line of reasoning suggests why men are likely to experience more family interference with work than women. A woman who spends many hours in family work may not feel that it is an imposition on them because women have traditionally been expected to provide a stable family environment. Men, on the other hand are more likely to feel that hours they spend in family domain is imposing on their "good provider role". Therefore, men are likely to report more family interference with work than women (Gutek, 1991).

Major (1993) pointed out that norms about the priority of women's motherhood and homemaker roles and men's breadwinner roles may produce internal feelings of discomfort and external sanctions in the form of disapproval by important others, when women and men deviate too far from their internalized norms. Drawing on Major (1993), Frone et al. (1996) proposed that WIF should have a stronger impact on the health of women relative to men, whereas FIW should have a stronger impact on the health of men relative to women, but failed to find significant results.

3.3.2. Reproduction of Gender / Doing Gender

Doing gender is the production and reproduction of gender through interactions with others (West and Zimmerman, 1987). Rather than as a property of individuals, West and Zimmerman (1987) conceived of gender as an emergent feature of social situations. They opposed to the role theory, which attends to the social construction of gender categories called gender roles. They suggested that roles are situated identities, whereas a sex category is a master identity. Unlike most roles, such as "nurse", "doctor", "patient" or "professor" "student", gender has no specific site or organizational context. They pointed out that one may be a friend, spouse, professional, citizen, and many other things, but one is always a woman or a man. They argued that conceptualizing gender as a role makes it difficult to assess its influence on other roles. They proposed that gender is not a set of traits, nor a variable, nor a role, but the product of social doings of some sort and is constituted through interaction. "Doing gender" means creating differences between women and men on a basis other than anatomy. These differences are constructed through everyday interaction such as dating or working. For instance, women who are physically big and strong tend to pair themselves with men who are bigger and stronger than themselves to fit into society's expectation of couples.

"Doing gender" in the workplace refers to the production of gender at work (Lilly et al., 2006). The tasks that are normatively considered "female" become part of the process of reproducing gender. The reproduction of gender theory proposes that women believe society judges them based on gender expectations, that women are

expected to be responsible for family issues; and that when women believe they are responsible for this role, they begin to enact that role at work and in social situations.

The implications of the reproduction of gender theory on work-family conflict are in line with other gender research. For instance, Lilly et al. (2006) found that there is a direct, positive relationship between FIW with job-induced tension and intention to turnover for women, but not for men. They used the reproduction of gender theory to offer a possible explanation for their findings, suggesting that women who enact the feminine gender role may find that increases in FIW lead to increases to job-induced tension because they are expected to perform just as efficiently as men whose role expectations revolve primarily around work, whereas women have greater family responsibilities than men. Furthermore, since family matters are considered feminine work, the woman who experiences a great deal of FIW may see quitting as the only solution.

3.4. GENDER DIFFERENCES IN WORK-FAMILY CONFLICT

Gender differences in work and family experiences have been a consistently important theme in work–family research (Lewis and Cooper, 1999). In this section the research findings on gender issues in work-family conflict will be reviewed, focusing on gender differences related with the level conflict, consequences of conflict and antecedents of conflict.

There is mixed evidence as to whether men and women report different levels of work-family conflict. There are studies which report that women experience higher levels on some dimensions of work-family conflict. For instance, Gutek et al. (1991) found that women reported more WIF than men but no gender difference was found in relation to FIW. A more recent study by Cinamon and Rich (2002b) also showed that women were higher both in level and frequency of WIF than men. Again, no significant difference was found in relation to FIW. Lilly et al. (2006) on the other hand, found that FIW is a greater problem for women and that men are less likely to experience it. Another finding by Duxbury et al. (1994) on the other hand, suggests that women experience both WIF and FIW to a greater extent than men. In contrast to these

findings one study by Parasurman and Simmers (2001) found that men reported higher work-family conflict than women, whereas in several other studies no difference was depicted between genders in relation to work-family conflict (Duxbury and Higgins, 1991; Blanchard-Fields, Chen, and Hebert, 1997).

In an early study, Pleck (1977) demonstrated that women experience greater interference from family to work than men do, whereas men report greater interference from work to family. Frone et al. (1992b) tested Pleck's (1977) hypothesis concerning gender differences in the relative permeability of work and family boundaries. No evidence of gender differences were found in the pattern of asymmetry, indicating that the dynamics of work and family boundaries may operate similarly among men and women. Consistent with this study, Eagle et al. (1997) also found no gender difference in the permeability of work and family domains.

The literature on work-family conflict is not just limited with the difference between men and women in terms of the level of conflict. A body of literature has shown that there are differences between two genders in terms of consequences experienced as a result of work-family conflict.

For instance, in a study by Frone (2000) it was found that men are more subject to anxiety disorders than women as a result of FIW experienced. Because traditionally men take the primary responsibility of the breadwinner role, it is reasonable that conflict in the work domain leads them to experience anxiety disorders more than women. Similarly, MacEwen and Barling (1994) found out that men experience more depression and anxiety than women as a result of FIW and women experience more depression and anxiety than men as a result of WIF. A similar explanation can be made for women’s experience of depression and anxiety as a result of WIF. Because traditionally women take on the primary responsibility of family matters, conflict in the family domain is likely to put them into pressure and result in negative psychological consequences, more than men.

In another study by Frone, Russell, and Cooper (1993), it was hypothesized that men will be more subject to alcohol use/abuse than women as a result of work-family conflict, but the hypothesis was not supported. Also, it has been found that gender did not to moderate the relationship between work-family conflict and depression, poor physical health and heavy alcohol use (Frone et al., 1996).

Duxbury and Higgins (1991) found women are more subject to lower quality of work life than men, as a result of work-family conflict. Furthermore, men are found to be more subject to lower quality of family life than women, as a result of work-family conflict. Hall and Richter's (1988) contention that the interface between work and family is differentially permeable for men and women may be used to explain these gender differences. Hall and Richter (1988) argued that women allow the family role to interfere with their satisfaction with the work role, more than men. Men, on the other hand, allow the work role to interfere with their satisfaction with the family role. This provides an explanation why work-family conflict is significantly more likely to have a negative impact on women's quality of work life and on men's quality of family life.

Lilly et al. (2006) found that women experience greater intention to turnover as a result of FIW, but no such relationship was found for men. Results indicate that women may feel more pressure to take on the role of family manager and caretaker at the expense of work responsibilities. Since family matters are considered feminine work, the woman who experiences a great deal of FIW may see quitting as the only solution (Lilly et al., 2006).

Another area of research compared antecedents of work-family conflict for men and women. Loerch et al. (1989) examined the relationships among family-related antecedents and three sources of work-family conflict. They found that family conflict was a significant predictor of strain-based and behavior-based conflict for both genders, but it was a predictor of time-based conflict only for women. Results suggest that although family conflict affects both men and women psychologically, the burden of family matters is primarily on women. That is, when there is conflict in the family

domain, it is the responsibility of women to deal with it. Hence, women, not men, are subject to time pressures and time-based conflict as a result of family conflict. It was also found that for men, time-based conflict was best predicted by the frequency of family intrusions and total role involvement. When men are highly involved in both family and work roles, and when they experience frequent intrusions from family domain, they are more likely to experience time-based conflict because of incompatible time pressures from the two domains.

Greenhaus et al. (1989) found that women experience a stronger relationship between work involvement and work-family conflict than men do. Duxbury and Higgins' (1991) findings are consistent with Greenhaus et al.'s findings. They found that work involvement was a stronger predictor of work-family conflict for women whereas family involvement was a stronger predictor for men. The findings support the idea that high involvement in nontraditional roles is problematic for men and women. For women, family roles have been assumed to be the core roles (Barnett and Baruch, 1987) and paid employment, the nontraditional role. High work involvement may increase work-family conflict in women by arousing their anxiety and guilt regarding the adequacy of their performance of traditional family roles (Duxbury and Higgins, 1991). A similar explanation can be made for men highly involved in nontraditional family roles.

Holahan and Gilbert (1979b) also suggested that high work involvement leads to more work-family conflict for women because they are adding a nontraditional role whereas men are performing in a manner congruent with society's expectations. For men, job involvement is viewed as consistent with his primary role as breadwinner, so there is little discrepancy between societal role expectations and role involvement. A recent study indicated that while men leave the workforce mainly to reposition themselves for a career change, the majority of women leave work to attend to family responsibilities at home (Hewlett and Luce, 2005). Findings show that men and women are still embracing their traditional roles, at least to some extent.

Lilly et al. (2006) investigated gender differences in the relationship between McClelland's needs and work-family conflict. Findings suggested that McClelland's needs have a differential impact on work-family conflict for women and men. For men with a strong need for achievement, FIW actually decreased indicating that these men simply do not allow family matters to interfere with work. Women with a strong need for achievement however, reported higher levels of WIF, suggesting that even women who desire success in the work place are conscious of family obligations and the expectation that women are responsible for both domains (Lilly et al., 2006).

Another interesting finding was the direct positive relationship between need for affiliation and WIF for men but not for women. Men with a high need for affiliation appear to find that their work responsibilities interfere with family responsibilities more than women. An explanation for this finding is that men are expected to have a strong investment in their job so when they attempt to meet their need for close relationships within their families they tend to experience more tension than women (Lilly et al., 2006).

High work and family expectations have also been found to be positively associated with work-family conflict. Role expectations are defined as the pressure an individual perceives to assume increased role responsibilities (Cooke and Rousseau, 1984). Cooke and Rousseau (1984) proposed that work-family conflict may be a result of work expectations for men and family expectations for women. Duxbury and Higgins (1991) investigated the relationship between work expectations and work-family conflict and found that work expectations were a more significant predictor of work-family conflict for men. An explanation for this finding comes from Greenhaus and Beutell (1985) who proposed that work-family conflict is strongest when there are negative sanctions for noncompliance with role expectations. Traditionally, men have experienced stronger sanctions than women for noncompliance with work-role demands. Women, on the other hand, have traditionally experienced stronger sanctions for noncompliance with family demands. Therefore, it is reasonable that work expectations are a more significant determinant of work-family conflict for men.

Greenhaus and Beutell's (1985) proposal has also implications for the relationship between life role salience and work-family conflict. It implies that the relationship between role salience and conflict in the particular domain is likely to be stronger when there are negative sanctions for noncompliance with the role demands. Traditionally, men have experienced stronger sanctions for noncompliance with work role demands and women have been exposed to stronger sanctions for noncompliance with family demands (Greenhaus and Beutell, 1985). This suggests that gender may moderate the relationships between role salience and work-family conflict.

Gender influences how individuals perceive various roles (Cook, 1994). Importance assigned to family or work roles may also have different implications for men and women. A family salient man will not experience the same sanctions as a family salient woman. Respectively, a work salient woman will not experience the same sanctions as a work salient man. Research provides evidence for it. For instance, conflict in the family domain is found to be more strongly related to both depression and anxiety among women than among men, whereas conflict in the work domain is found to be more strongly related to the two outcomes among men than among women (MacEwen and Barling, 1994). Women feel more pressure to take on the role of family manager and caretaker at the expense of work responsibilities (Lilly et al., 2006). Society has different role expectations for men and women which means that men and women perceive different pressures to assume increased role responsibilities (Cooke and Rousseau, 1984). Thus, as family salience or work salience increase, men and women will perceive different pressures associated with role demands and different sanctions for noncompliance with role demands. Therefore, the following is hypothesized:

-H4: The effect of life role salience on work-family conflict will be moderated by gender, such that the effect of work salience on WIF will be stronger for men and the effect of family salience on FIW will be stronger for women.

Gender research clearly shows that men and women are expected to perform different tasks based on gender. Both gender role expectations theory and reproduction

of gender premises suggest that women have greater responsibility for family/home matters than men. Working women are performing a role in addition to their traditional role in family, whereas working men stick to their traditional role of being a family provider. The literature on gender roles suggest that men and women may differ with respect to the level of work-family conflict they experience. However, results concerning gender differences in work-family conflict are contradicting. Reviewing the gender research and noticing contradicting results concerning gender differences in work family conflict, the following research question is asked:

Research Question 1: Are there differences between men and women with respect to the level of work-family conflict?

Since this is a gender-sensitive study, it will be interesting to evaluate gender differences in life role salience as well. Work and family roles have different meanings for men and women (Simon, 1995). Gender powerfully shapes individual characteristics, the social environment, and the interaction between them. The literature on gender shows that performance of certain life roles is socially mandated for the sexes, and considered to be central to their identities. Super (1980) suggested that role preferences are influenced by a variety of factors external to the individual, including social traditions. Traditionally, women are expected to be responsible for home-related issues whereas men are expected to be the provider of the household. Whether these social expectations hold, following research question is asked:

Research Question 2: Are there differences between men and women with respect to their level of salience for home and work roles?

4. AIM OF THE STUDY

The aim of the present study is 1) to understand gender differences in work-family conflict 2) to examine the effects of life role salience on work-family conflict and on the choice of coping strategy with work-family conflict.

Figure 1 represents our research model.

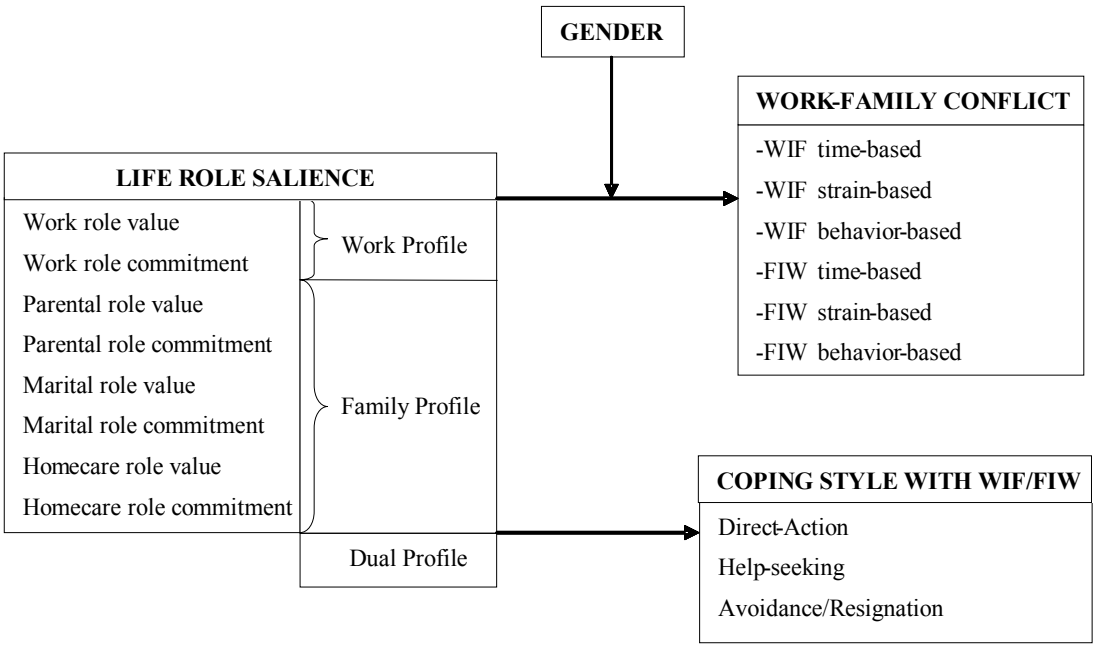


Figure 1: The Research Model

Hypotheses are as followed:

H1: Role salience will affect the direction of work-family conflict, such that the higher the work salience, the higher the WIF and the higher the family salience, the higher the FIW.

H2: People in the family profile, work profile and dual profile will differ in the level of work-family conflict they experience.

H3: Role salience has an effect on the choice of coping strategy with work-family conflict; such that the higher the work salience, the more often the use of direct-action and help-seeking coping styles when encountered with FIW, the higher the family salience the more often the use of direct-action and help-seeking coping styles when encountered with WIF.

H4: The effect of life role salience on work-family conflict will be moderated by gender, such that the effect of work salience on WIF will be stronger for men and the effect of family salience on FIW will be stronger for women.

5. METHOD

5.1. SAMPLE

The sample is chosen on the basis of convenience of access, therefore convenience sampling is used. The sample consisted of a total of 251 individuals. In total 400 surveys were distributed. Of those, 264 were returned with a response rate of 66 percent. 13 surveys were not included in the sample because some questions were left blank. The sample consisted of 55 % females and 45 % males. The average age was 34 years. 89% of the respondents were married while 8% were divorced. The remaining 3% of the sample consisted of widows and people who lived together with their partners. 51% percent of the respondents had at least one child living at home with them. Of the respondents 19% were high school graduates, 60% were university graduates, while 16% had a post-graduate degree. The remaining 5% had an education level below high school. The respondents were all employed in part-time or full-time jobs. Only 8% were employed in public sector, the remaining 92% were employed in private sector in varying sectors, such as telecommunication, finance, automotive, foreign trade, electronics, energy, etc. 80 % of the respondents worked between 40 and 55 hours a week. 34 % of the respondents had a housekeeper. Table 2 presents the sample characteristics in detail.

5.2. INSTRUMENTS

5.2.1. Work-family Conflict Scale

The work-family conflict scale was developed and validated by Carlson, Kacmar and Willams (2000). It consists of 18 items, three items for each of the six dimensions of work-family conflict: time-based work-to-family conflict, strain-based work-to-family conflict, behavior-based work-to-family conflict, time-based family-to-work conflict, strain-based family-to-work conflict, behavior-based family-to-work conflict. A six-point scale ranging from “strongly disagree” to “strongly agree” was used. Some sample items are: “The time I must devote to my job keeps me from participating equally in household responsibilities and activities” (time-based work-to-family conflict), “Due to stress at home, I am often preoccupied with family matters at

Table 2

The Sample

		Number	Percentage (%)
Gender	Men	114	45,4
	Women	137	54,6
Age	below 25	15	6
	25-35	146	58,2
	35+	90	35,9
Marital Status	Married (0-5 years)	131	52,2
	Married (5-10 years)	37	14,7
	Married (10-20 years)	31	12,4
	Married (20+ years)	24	9,6
	Divorced	21	8,4
	Widows	3	1,2
	Living Together	4	1,6
Number of Children	No children	124	49,4
	1 child	87	34,7
	2 children	38	15,1
	3 children	2	0,8
Age of Children	0-6	62	24,7
	7-18	44	17,5
	18 +	21	8,4
Education level	Below highschool	12	4,8
	Highschool	48	19,1
	Undergraduate	150	59,8
	Graduate	41	16,3
Sector	Private	231	92
	Public	20	8
Workhours	less than 40 hours	13	5,2
	40-55 hours	201	80,1
	55+ hours	37	14,7
Housekeeper	Yes	84	33,5
	No	167	66,5

work" (strain-based family-to-work conflict), "The behaviors that work for me at home do no seem to be effective at work." (behavior-based family-to-work conflict).

In the present study, work-to-family conflict (WIF) and family-to work conflict (FIW) were measured separately with different instructions. 18 items were translated into Turkish.

5.2.2. Life Role Salience: The LRSS

There are two available instruments designed to measure role salience for men and women. Role Salience Inventory, developed by Super & Neville (1983), and the LRSS (Life Role Salience Scale), developed by Amatea, Cross, Clark and Bobby (1986). The Role Salience Inventory groups all family-oriented roles in one category, whereas in the LRSS**,** four major life roles-the occupational, the marital, the parental, and the homecare- are assessed. Since one of the aims of the present study is to examine between-gender differences in life role values, we found the LRSS more applicable for our study.

In the LRSS, the four major life roles are assessed in terms of two dimensions. The first dimension is role reward value dimension, indexed by means of statements in which the individual agrees that the role is an important means of self-definition and/or personal satisfaction. An example item for occupation role reward value dimension is "It is important to me to feel successful in my work/career." The second dimension is the role commitment dimension which is assessed by statements describing the extent to which the person demonstrated willingness to commit personal resources to assure success in the role or to develop the role. An example item for occupational role commitment dimension is: "I expect to devote whatever time and energy it takes to move up in my job/career field.

The LRSS consists of 40 items which included 5 items for each dimension; occupation role reward value, occupational role commitment, parental role reward value, parental role commitment, marital role reward value, marital role commitment, homecare role reward value and homecare role commitment. A six-point scale ranging

from “strongly disagree” to “strongly agree” was used. The 40 items were translated into Turkish for the present study.

5.2.3. Coping Scale

The coping scale used in this study is developed by Havlovic and Keenan (1991). It contains four sub-scales that consist of six items to measure each of the four styles of coping being direct action, help-seeking, positive thinking and avoidance/resignation coping styles. For the present study, we did not include the positive thinking scale, since previous research has shown that it is not associated with work-family conflict (Rotondo et al., 2003). Moreover two items of the direct-action subscale were excluded.

For the present study, coping with WIF and coping with FIW have been measured separately in two distinct scales. In the first section, the items ask respondents about generalized responses to WIF situations and, then later in the questionnaire, responses to FIW situations. Respondents were asked to think about stressful situations where work interfered with family (family interfered with work) and indicate how they reacted in response to such situations. Clear directions were included to ensure respondents were focusing on the relevant domain.

An example item for direct action coping style is: “Put extra attention on planning and scheduling.” An example item for help-seeking coping style is: “Request help from other people who have the power to do something for me.” Finally, an example item for avoidance/resignation is: “Try not to get concerned about it.” A six-point frequency scale ranging from “never do this” to “always do this” was used. 16 original items were translated into Turkish for the present study.

The questionnaire including the translated scales can be found in Appendix 1.

5.3. PROCEDURE

Two methods were followed to reach the respondents. 43% of the sample (110 respondents) have been reached through three firms which agreed to take part in the

study. The three firms operated in the consumer durables sector, electricity sector and telecommunication sector. Surveys were distributed to employees through the human resources departments. The remaining 57% of the sample (141 respondents) were reached through mail surveys. Several college and business networks were contacted. Along with the survey, a request to fill the survey and to forward it to colleagues has been sent. In both cases, it has been made clear that respondents should not reveal any identity-related information and that any information given will be kept secret and only used for scientific research.

5.4. ANALYSIS

The following statistical analyses were conducted in the study:

Cronbach Alpha reliability analysis was conducted in order to determine internal consistency reliabilities of the scales used in the study. Factor analysis with principal components method and varimax rotation method is applied to determine the factors.

Linear regression analysis is used to understand the effects of the independent variable on the dependent variables. Hierarchical regression analysis is applied to understand the moderating effects of gender on the relationship between life role salience and work-family conflict.

The salience profiles have been determined through K-means cluster analysis. One way ANOVA was used to determine the differences between the salience profiles with respect to work family conflict. T-tests have been conducted to measure the differences between two genders with respect to work-family conflict and life role salience.

6. RESULTS

Results of the study are given in six sections. Factor analysis and internal consistency of the measures are presented in the first section. Descriptive analysis is given in the second section. The third section includes results of cluster analysis. The fourth section consists of hypothesis testing using regression analysis. Results of Anova Analysis are given in the fifth section and the sixth section presents results of t-tests.

6.1. RESULTS OF FACTOR AND RELIABILITY ANALYSIS

6.1.1 Life Role Salience Scale Factor And Reliability Analysis

To determine whether the data set can be put to factor analysis; Kaiser- Meyer – Olkin (KMO) test of sample adequacy and Bartlett's test of sphericity have been applied. Results of the tests were above acceptable levels (KMO=0,786, Barlett significance=0,000). Initial confirmatory factor analysis revealed 10 factors. Item 28 has been excluded because it had factor loadings lower than .50. Confirmatory factor analysis is redone after each excluded item. As a result, Item1, Item 3, Item 18 and Item 35 have been excluded because their factor loadings were below acceptable levels (0,431; 0,431; 0,483; 0,492). Item 6 and Item 15 have also been excluded because in each case only one item represented a factor. The next phase of the confirmatory factor analysis revealed 8 factors, which were put into reliability analysis. As a result of the reliability analysis, Item 2 and Item 36 were excluded in order to obtain better internal consistency reliability scores. Final factor analysis revealed 8 factors, which were named as marital role value, marital role commitment, parental role value, parental role commitment, homecare role value, homecare role commitment, work role value and work role commitment. There have been slight changes in the distribution of items into value and commitment categories. 8 factors explained 64,125% of the total variance. Cronbach alpha of the Life Role Salience Scale was 0,861. Final results are presented in Table 3. Second order factor analysis is conducted to find out the distribution of specific factors under family and work salience constructs for the theoretical validation of our measure. Results provided support for a two factor model. Total variance explained by 2 factors was 49%. Results of the second order factor analysis are presented in Table 4.

Table 3

Life Role Salience Scale Factor and Reliability Analysis Results

	Factor loading
Factor 1: Marital Role Value [α=0,852 Mean=3,9294 Eigenvalue=6,41 Variance Expl.(%)=20,67]	
LRS23 I expect marriage to give me more real personal life satisfaction than anything else in which I am involved.	0,775
LRS24 Being married to a person I love is more important to me than anything else.	0,762
LRS25 I expect the major satisfactions in my life to come from my marriage relationship.	0,756
LRS26 I expect to commit whatever time is necessary to making my marriage partner feel loved.	0,747
LRS21 My life would seem empty if I never married.	0,649
LRS22 Having a succesful marriage is the most important thing in life to me.	0,636
LRS30 I expect to work hard to build a good marriage relationship even if it means limiting my oppurtunities to pursue other personal goals.	0,589
Factor 2: Homecare Role Value [α=0,799 Mean=4,1171 Eigenvalue=3,36 Variance Expl.(%)=10,83]	
LRS34 Having a nice home is something to which I am very commited.	0,806
LRS32 Having a comfortable and attractive home is of great importance to me.	0,773
LRS31 It is important to me to have a home of which I can be proud.	0,744
LRS33 To have a well-run home is one of my life goals.	0,651
LRS37 I expect to devote the necessary time and attention to having a neat and attractive home.	0,588
Factor 3: Parental Role Value [α=0,801 Mean=4,8733 Eigenvalue=2,49 Variance Expl.(%)=8,04]	
LRS11 Altough parenthood requires many sacrifices, the love and enjoyment of children of one's own are worth it all.	0,796
LRS13 It is important to me to feel I am (will be) an effective parent.	0,761
LRS14 The whole idea of having children and raising them is not attractive to me. (reversed)	0,696
LRS16 It is important to me to have some time for myself and my own development rather than have children andbe responsible for their care. (reversed)	0,668
LRS17 I expect to devote a significant amount of my time and energy to the rearing of children of my own.	0,595
Factor 4: Work Role Commitment [α=0,834 Mean=3,9133 Eigenvalue=2,05 Variance Expl.(%)=6,61]	
LRS8 I value being involved in a career and expect to devote the time and effort needed to develop it.	0,836
LRS9 I expect to devote a significant amount of my time to building my career and developing the skills necessary to advance in my career.	0,823
LRS10 I expect to devote whatever time and energy it takes to move up in my job/career field.	0,798
LRS7 I expect to make as many sacrifices as are necessary in order to advance in my work/career.	0,718
Factor 5: Homecare Role Commitment [α=0,653 Mean=3,9977 Eigenvalue=1,60 Variance Expl.(%)=5,17]	
LRS39 I expect to assume responsibility for seeing that my home is well kept and well run.	0,759
LRS40 Devoting a significant amount of my time to managing and caring for a home is not something I expect to do.	0,745
LRS38 I expect to be very much involved in caring for a home and making it attractive.	0,643
Factor 6: Work role value [α=0,706 Mean=4,9243 Eigenvalue=1,52 Variance Expl.(%)=4,90]	
LRS4 It is important to me that I have a job/career in which I can achieve something of importance	0,791
LRS5 It is important to me to feel succesful in my work/career.	0,775
Factor 7: Marital Role Commitment [α=0,592 Mean=3,6853 Eigenvalue=1,32 Variance Expl.(%)=4,26]	
LRS29 Really involving myself in a marriage relationship involves costs in other areas of my life which I am to accept. (reversed)	0,746
LRS27 Devoting a significant amount of my time to being with or doing things with a marriage partner is not unwilling something I expect to do. (reversed)	0,735
Factor 8: Parental Role Commitment [α=0,538 Mean=4,0452 Eigenvalue=1,13 Variance Expl.(%)=3,64]	
LRS12 If I chose not to have children, I would regret it.	0,704
LRS20 I do not expect to be very involved in childrearing. (reversed)	0,608
LRS19 Becoming involved in the day-to-day details of rearing children involves costs in other areas of my life which I'm unwilling to make.(reversed)	0,534
Kaiser-Meyer-Olkin Sampling Adequacy: 0,725 **Chi-square: 291,658 Degree of freedom: 28 Barlett significance: 0,000 α: 0,861**	

Table 4

Second Order Factor Analysis Results for Life Role Salience Scale

	Factor Loading
Factor 1: Family Salience [α=0,690 Mean=4,09 Eigenvalue=2,48 Variance Expl.(%)=31,11]	
Parental Role Value	0,683
Marital Role Value	0,673
Homecare Role Commitment	0,604
Homecare Role Value	0,600
Marital Role Commitment	0,575
Parental Role Commitment	0,554
Factor 2: Work Salience [α=0,536 Mean=4,42 Eigenvalue=1,44 Variance Expl.(%)=17,95]	
Work Role Commitment	0,731
Work Role Value	0,672
Kaiser-Meyer-Olkin Sampling Adequacy: 0,725 **Chi-square: 291,658 Degree of freedom: 28 Barlett significance: 0,000 α: 0,665**	

6.1.2. WIF Scale Factor And Reliability Analysis

Results of the Kaiser- Meyer – Olkin (KMO) test of sample adequacy (KMO=0,786) and Bartlett's test of sphericity (Barlett sign.=0,000) have shown that the data can be put to factor analysis. Factor analysis revealed 2 factors which were named as WIF-time and strain and WIF-behavior. 2 factors explained a total variance of 71%. Cronbach's alpha of the WIF scale was 0,891.

6.1.3. FIW Scale Factor And Reliability Analysis

An initial factor analysis yielded significant results of the Kaiser- Meyer – Olkin (KMO) test of sample adequacy (KMO=0,839) and Bartlett's test of sphericity (Barlett sign.=0,000) indicating that the data can be put to factor analysis. Factor analysis revealed 2 factors, which were named as FIW – time and strain and FIW-behavior. 2 factors explained a total variance of 71%. Cronbach's alpha of the FIW scale was 0,884.

Results of the WIF Scale and FIW Scale factor and reliability analysis are given in Table 5.

Table 5

WIF Scale and FIW Scale Factor and Reliability Analysis Results

WIF Scale	Factor Loading
Factor 1: WIF - Time and Strain [α=0,908 Mean=3,52 Eigenvalue=4,88 Variance Expl.(%)=54,17]	
WIF1 My work keeps me from my family activities more than I would like.	0,88
WIF3 I have to miss family activities due to the amount of time I must spend on work responsibilities	0,88
WIF2 The time I must devote to my job keeps me from participating equally in household responsibilities and activities.	0,86
WIF4 When I get home from work I am often too frazzled to participate in family activities/responsibilities.	0,79
WIF5 I am often so emotionally drained when I get home from work that it prevents me from contributing to my family.	0,70
WIF6 Due to all pressures at work, sometimes when I come home I am too stressed to do the things I enjoy.	0,65
Factor 2: WIF - Behavior [α=0,806 Mean=3,57 Eigenvalue=1,52 Varience Expl.(%)=16,88]	
WIF8 Behavior that is effective and necessary for me at work are not effective in resolving problems at home.	0,87
WIF9 The behaviors I perform that make me effective at work do not help meto be a better parent and spouse.	0,85
WIF7 The problem-solving behaviors I use in my job are not effective in resolving problems at home.	0,74
Kaiser-Meyer-Olkin Sampling Adequacy: 0,846 **Chi-square: 1462,026 Degree of freedom: 36 Barlett significance: 0,000 α: 0,891**	
FIW Scale	
Factor 1: FIW - Time and Strain [α=0,898 Mean=2,92 Eigenvalue=4,71 Variance Explained(%)=52,32]	
WIF5 Because I am often stressed from family responsibilities, I have a hard time concentrating on my work.	0,87
WIF4 Due to stress at home, I am often preoccupied with family matters at work.	0,86
WIF6 Tension and anxiety from my family life often weakens my ability to do my job.	0,85
WIF2 The time I spend with my family often causes me not to spend time in activities at work that could be helpful to my career.	0,80
WIF3 I have to miss work activities due to the amount of time I must spend on family responsibilities.	0,76
WIF1 The time I spend on family responsibilities often interfere with my work activities.	0,61
Factor 2: FIW - Behavior [α=0,869 Mean=3,34 Eigenvalue=1,68 Varience Explained(%)=18,72]	
WIF8 Behavior that is effective and necessary for me at home awould be counterproductive at work.	0,91
WIF9 The problem-solving behavior that work fro me at home does not seem to be as useful at work.	0,88
WIF7 The behaviors that work for me at home do not seem to be effective at work.	0,81
Kaiser-Meyer-Olkin Sampling Adequacy: 0,839 **Chi-square: 882,764 Degree of freedom: 36 Barlett significance: 0,000 α: 0,884**	

6.1.4. Coping with WIF Scale Factor And Reliability Analysis

Results of the initial factor analysis have shown that the data can be put to factor analysis (KMO=0,674; Barlett sign.=0,000). Item 6 has been excluded because of insufficient measures of sampling adequacy (MSA=0,490). A second factor analysis revealed 5 factors. One of the factors (Items 4 and 5) has been excluded as a result of the reliability analysis because the internal consistency reliability score was below

acceptable levels (Cronbach's Alpha=0,430). Items 3 and 16 have also been excluded in order to obtain better internal consistency reliability scores. Final factor analysis revealed 4 factors explaining 72,5% of the total variance. Factors were named as direct action, help-seeking from the involved, help-seeking from others and avoidance. Cronbach's Alpha of the coping with WIF scale was 0,701. Results of the final factor analysis and reliability analysis are given in Table 6.

Table 6
Coping with WIF Scale Factor and Reliability Analysis Results

	Factor Loading
Factor 1: Direct Action [α=0,781 Mean=4,54 Eigenvalue=3,18 Variance Expl.(%)=28,94]	
CopWIF8 Try to work harder and more efficiently at work, and create time for my family.	0,81
CopWIF10 Try to be very organized so that I can keep on top of things.	0,81
CopWIF9 Give it my best effort to do what I think is expected of me.	0,74
CopWIF7 Put extra attention on planning and scheduling.	0,70
Factor 2: Help-seeking from the involved [α=0,716 Mean=4,02 Eigenvalue=2,14 Varience Expl.(%)=19,46]	
CopWIF14 Talk with people who are involved.	0,85
CopWIF13 Decide what I think should be done and explain this to the people who are affected.	0,82
CopWIF15 Work on changing policies which caused this situation.	0,62
Factor 3: Avoidance [α=0,863 Mean=3,94 Eigenvalue=1,64 Varience Expl.(%)=14,93]	
CopWIF2 Avoid being in this situation if I can.	0,93
CopWIF1 Try to keep away from this type of situation.	0,93
Factor 4: Help-seeking from others [α=0,815 Mean=3,62 Eigenvalue=1,01 Varience Expl.(%)=9,21]	
CopWIF11 Request help from other people who have the power to do something for me.	0,89
CopWIF12 Seek advice from people outside the situation who may not have power but who can help me think of ways to do what is expected of me.	0,87
Kaiser-Meyer-Olkin Sampling Adequacy: 0,684 **Chi-square: 987,137 Degree of freedom: 55 Barlett significance: 0,000 α: 0,701**	

6.1.5. Coping with FIW Scale Factor And Reliability Analysis

Results of the Kaiser- Meyer – Olkin (KMO) test of sample adequacy (KMO=0,639) and Bartlett's test of sphericity (Barlett sign.=0,000) have shown that the data can be put to factor analysis. Initial factor analysis revealed 5 factors. In result of the reliability analysis, Items 3, 6 and 13 have been excluded in order to obtain better

internal consistency reliability scores. After the second factor analysis, Item 4 has been excluded because of insufficient measures of sampling adequecy (MSA=0,485). Factor analysis was redone after every excluded item. Item 5 has been excluded because it was representing a factor by itself. Item 14 has been excluded because of insufficient factor loading below .05. Final factor analysis yielded four factors explaining 73% of the variance. Factors were named as direct action, help-seeking from the involved, help-seeking from others and avoidance. Cronbach's Alpha of the coping with FIW scale was 0,731. Results of the final factor analysis and reliability analysis are given in Table 7.

Table 7

Coping with FIW Scale Factor and Reliability Analysis Results

	Factor Loading
Factor 1: Direct Action [α=0,712 Mean=4,54 Eigenvalue=3,05 Variance Expl.(%)=30,47]	
CopFIW10 Try to be very organized so that I can keep on top of things.	0,80
CopFIW7 Put extra attention on planning and scheduling.	0,74
CopFIW9 Give it my best effort to do what I think is expected of me.	0,68
CopFIW8 Try to work harder and more efficiently in family, and create time for my job.	0,65
Factor 2: Avoidance [α=0,913 Mean=4,20 Eigenvalue=1,87 Variance Expl.(%)=18,67]	
CopFIW2 Avoid being in this situation if I can.	0,95
CopFIW1 Try to keep away from this type of situation.	0,94
Factor 3: Help-seeking from others [α=0,883 Mean=3,71 Eigenvalue=1,36 Variance Expl.(%)=13,56]	
CopFIW12 Seek advice from people outside the situation who may not have power but who can help me think of ways to do what is expected of me.	0,93
CopFIW11 Request help from other people who have the power to do something for me.	0,93
Factor 4: Help-seeking from the involved [α=0,534 Mean=3,54 Eigenvalue=1,01 Variance Expl.(%)=10,06]	
CopFIW16 Get together with my supervisor or my husband/wife to discuss this.	0,86
CopFIW15 Work on changing policies which caused this situation.	0,73
Kaiser-Meyer-Olkin Sampling Adequacy: 0,652 **Chi-square: 882,764 Degree of freedom: 45 Barlett significance: 0,000 α: 0,731**	

6.2. RESULTS OF DESCRIPTIVE ANALYSIS

Variable means, minimums and maximums, standard deviations, skewness and kurtosis are reported in Table 8. Intercorrelations of variables are given in Table 9. Family Salience was positively correlated with time- and strain-based FIW (r= ,258 ; p < .01), time- and strain-based WIF (r= ,135 ; p < .05) and help-seeking from the involved coping with FIW(r= ,172 ; p < .01). Work Salience was positively correlated with direct action coping with WIF (r= ,289 ; p < .01), direct action coping with FIW (r= ,256 ; p < .01) and help-seeking from the involved coping with FIW (r=,189 ; p < .01).

Table 8

Descriptive Statistics

	Minimum	Maximum	Mean	S.D.	Skewness	Kurtosis
Age	21	60	34,09	8,44	1,08	0,68
Number of Children	0	3	0,67	0,76	0,74	-0,50
Age of Children	0	30	4,70	7,13	1,70	1,99
Weekly Workhours	9	80	47,37	8,70	-0,16	3,16
WIF - time and strain	1,00	6,00	3,52	1,20	-0,01	-0,78
WIF - behavior	1,00	6,00	3,57	1,24	-0,07	-0,63
FIW - time and strain	1,00	6,00	2,92	1,16	0,70	0,18
FIW - behavior	1,00	6,00	3,34	1,21	0,35	-0,36
Family Salience	1,43	5,66	4,09	0,63	-0,31	1,99
Work Salience	2,12	6,00	4,42	0,82	-0,29	-0,32
Coping with WIF - Direct Action	2,00	6,00	4,54	0,87	-0,35	0,10
Coping with WIF - Avoidance	1,00	6,00	3,94	1,31	-0,37	-0,55
Coping with WIF - Help-seeking from the involved	2,00	6,00	4,02	1,04	-0,03	-0,77
Coping with WIF - Help-seeking from others	1,00	6,00	3,62	1,35	0,07	-0,91
Coping with FIW - Direct Action	2,00	6,00	4,54	0,85	-0,10	-0,25
Coping with FIW - Avoidance	1,00	6,00	4,20	1,29	-0,68	-0,10
Coping with FIW - Help-seeking from the involved	1,50	6,00	3,54	1,15	0,22	-0,72
Coping with FIW - Help-seeking from others	1,00	6,00	3,71	1,27	-0,18	-0,79

Table 9

Intercorrelations of Variables

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1. WIF - time and strain	1,000													
2. WIF - behavior	,476**	1,000												
3. FIW - time and strain	,564**	,400**	1,000											
4. FIW - behavior	,325**	,474**	,416**	1,000										
5. Family Salience	,135*	,000	,258**	,116	1,000									
6. Work Salience	,050	-,067	,029	-,069	,123	1,000								
7. Coping with WIF - Direct Action	-,129*	-,180**	-,183**	-,116	,122	,289**	1,000							
8. Coping with WIF - Avoidance	-,003	,078	,198**	,186**	,016	-,109	-,133*	1,000						
9. Coping with WIF - Helpseeking from the involved	-,159*	-,158*	-,076	-,043	,172**	,087	,247**	,102	1,000					
10. Coping with WIF - Helpseeking from others	,074	-,190**	,010	-,052	,087	,009	,194**	-,057	,415**	1,000				
11. Coping with FIW - Direct Action	-,047	-,070	-,108	-,042	,070	,256**	,673**	-,111	,317**	,251**	1,000			
12. Coping with FIW - Avoidance	-,024	-,026	,047	,175**	-,074	,064	,096	,425**	,078	-,012	,164**	1,000		
13. Coping with FIW - Helpseeking from the involved	,044	-,012	,049	,039	,065	,189**	,293**	,059	,424**	,255**	,370**	,172**	1,000	
14. Coping with FIW - Helpseeking from others	,168**	-,062	,115	,025	,124	-,020	,227**	-,106	,312**	,739**	,280**	,012	,216**	1,000

*** Correlation is significant at the 0,05 level (2-tailed).**

**** Correlation is significant at the 0,01 level (2-tailed).**

6.3. RESULTS OF HYPOTHESIS TESTING

Hypothesis 1 stated that role salience would affect the direction of work-family conflict, such that the higher the work salience, the higher the WIF and the higher the family salience, the higher the FIW. Linear regression analysis was used to test Hypothesis 1. Results revealed a positive effect of family salience on time/strain-based FIW (Beta=0,258; p<0,001; R^2=6,7%) providing partial support for Hypothesis 1. Results are given in Table 10.

Table 10

Results of Linear Regression Analysis for H1

	Dependent Variables	R^2	Adjusted R^2	F	F sig.	Variables in the equation		
						Beta	t	Sig. t
Independent Variable: Work Salience	WIF-time and strain	0,003	-0,001	0,633	0,427	0,050	0,796	0,427
	WIF-behavior	0,005	0,001	1,130	0,289	-0,067	-1,063	0,289
Independent Variable: Family Salience	FIW-time and strain	0,067***	0,063***	17,802***	0,000	0,258***	4,219***	0,000
	FIW-behavior	0,013	0,009	3,383	0,067	0,116	1,839	0,067

* p<0.05; ** p<0.01; ***p<0,001

Hypothesis 2 stated that people in the family profile, work profile and dual profile will differ in the level of work-family conflict they experience. In order to identify distinct groups according to members' assignment of importance to work and family roles cluster analysis was used. Results of the K-means cluster analyses yielded four groups of participants according to their ascription of importance to family roles (parental, marital and homecare) and the work role. The Low Profile included 59 participants who ascribed low importance to both work and family roles. The Work Profile, included 64 participants who assigned high importance to the work role and low importance to family roles. The Family Profile, included 51 participants who attributed high importance to family roles and low importance to the work role. The Dual Profile, included 77 participants who attributed high importance to both work and family roles.

To test Hypothesis 2, one-way ANOVA analysis was used. Each of the 4 profiles (Low Profile, Family Profile, Work Profile and Dual Profile) had more than 30 cases which showed that the data can be put to ANOVA analysis. Levene's test has been applied to determine equality of variances. Tukey and Tamhane's T12 post-hoc tests have been conducted for cases with equal variances and with unequal variances, respectively. Significant results are shown in Table 11. People in the dual profile reported greater time/strain-based WIF than people in the work profile ($p<0,01$) and family profile ($p<0,01$). People in the low profile also reported greater time/strain-based WIF than people in the work profile ($p<0,05$) and family profile ($p<0,05$). Moreover, people in the low profile experienced more behavior-based WIF than people in the work profile ($p<0,05$). With respect to time/strain-based FIW, conflict level in the dual profile was greater than in the work profile ($p<0,01$) and in the family profile ($p<0,05$). No significant differences were found between salience profiles with respect to behavior-based FIW. Results of the ANOVA analysis are given in Table 11. Hypothesis 2 is supported.

Table 11

Results of the ANOVA Analysis

	Equality of variances	**Significant Mean Differences**
WIF-time and strain	yes	Low Profile>Work Profile*
		Low Profile>Family Profile*
		Dual Profile>Work Profile**
		Dual Profile>Family Profile**
WIF-behavior	yes	Low Profile>Work Profile*
FIW-time and strain	no	Dual Profile>Work Profile**
		Dual Profile>Family Profile*

* $p<0.05$; ** $p<0.01$

Hypothesis 3 stated that role salience had an effect on the choice of coping style with work-family conflict, such that family role salience will affect the choice of coping style with WIF and work role salience will affect the choice of coping style with FIW. Linear regression analysis was used to test the hypothesized effects. Results provided support for Hypothesis 3. Work salience had a significant positive effect on the use of direct action (Beta=0,256; $p<0,00$; $R^2=6,6\%$) and help-seeking from the

involved (Beta=0,189; p<0,01; R^2=3,6%) strategies when coping with FIW. Moreover, family salience had a significant positive effect on the use of help-seeking from the involved (Beta=0,172; p<0,01; R^2=3%) strategy when coping with WIF. Table 12 presents the results.

Table 12

Results of Linear Regression Analysis for H3

	Dependent Variables	R^2	Adjusted R^2	F	F sig.	Variables in the equation		
						Beta	t	Sig. t
Independent Variable: Work Salience	Coping with FIW - Direct Action	0,066***	0,062***	17,477***	0,000	0,256***	4,181***	0,000
	Coping with FIW - Avoidance	0,004	0,000	1,008	0,316	0,064	1,004	0.316
	Coping with FIW - Help-seeking from others	0,000	-0,004	0,104	0,748	-0,020	-0,322	0,748
	Coping with FIW - Help-seeking from the involved	0,036**	0,032**	9,248**	0,003	0,189**	3,041**	0,003
Independent Variable: Family Salience	Coping with WIF - Direct Action	0,015	0,011	3,757	0,054	0,122	1,938	0,054
	Coping with WIF - Avoidance	0,000	-0,004	0,061	0,804	0,016	0,248	0,804
	Coping with WIF - Help-seeking from the involved	0,03**	0,026**	7,627**	0,006	0,172**	2,762**	0,006
	Coping with WIF - Help-seeking from others	0,008	0,004	1,920	0,167	0,087	1,386	0,167

* p<0.05; ** p<0.01; ***p<0,001

The moderator effect of gender stated in Hypothesis 4 was tested with hierarchical moderated regression analysis. The first step of the hierarchical moderated regression analysis included the independent variable (work salience / family salience) and the moderator variable (gender). In the second step, the interaction variable (product of the two terms) was entered in the regression. Each factor of the dependent variables (WIF and FIW) was analyzed separately. To avoid multicollinearity, centered scores were used by subtracting the mean from the raw scores. Results of the hierarchical moderated regression analysis are listed in Table 13.

Hypothesis 4 stated that the effect of life role salience on work-family conflict will be moderated by gender, such that the effect of work salience on WIF will be stronger for men and the effect of family salience on FIW will be stronger for women. Results revealed significant interactions between family salience and gender predicting

time/strain-based FIW (Beta=0,225; p<0,01) and behavior-based FIW (Beta=0,273; p<0,001). Furthermore, the interaction between work salience and gender predicting time/strain-based WIF was also significant (Beta= -0,198; p<0,05). The interaction between work salience and gender predicting behavior-based WIF was not significant.

Table 13

Results of Hierarchical Moderated Regression Analysis

	B	Beta	ΔR²
Independent variable: FIW-time and strain			
Step 1 (R²=0,118*** F=16,56***)			
Family salience	0,467***	0,255***	
Gender	0,524***	0,226***	
Step2 (R²=0,146*** F=14,095***)			
Family salience x Gender	0,623**	0,225**	0,028
Independent variable: FIW-behavior			
Step 1 (R²=0,031*** F=3,961***)			
Family salience	0,218	0,114	
Gender	0,321*	0,132*	
Step2 (R²=0,073*** F=6,468***)			
Family salience x Gender	0,791***	0,273***	0,042
Independent varaible: WIF-time and strain			
Step 1 (R²=0,066*** F=8,718***)			
Work salience x Gender	0,058	0,04	
Gender	0,605***	0,252***	
Step2 (R²=0,080*** F=7,189***)			
Work salience x Gender	−0,365*	−0,198*	0,015
Independent variable: WIF-behavior			
Step 1 (R²=0,019 F=2,369)			
Work salience	−0,109	−0,072	
Gender	0,296	0,119	
Step2 (R²=0,020 F=1,648)			
Work salience x Gender	0,092	0,049	0,001

* p<0.05; ** p<0.01; ***p<0,001

Plot tables are given in Figure 2 and 3. As shown in Figure 2, the effect of family salience on time/strain-based FIW and on behavior-based FIW is positive for women, and negative for men. Moreover, Figure 3 shows that work salience has a positive effect on time/strain-based WIF for men, and a negative effect for women. No significant interaction was found between work salience and gender predicting WIF-behavior.

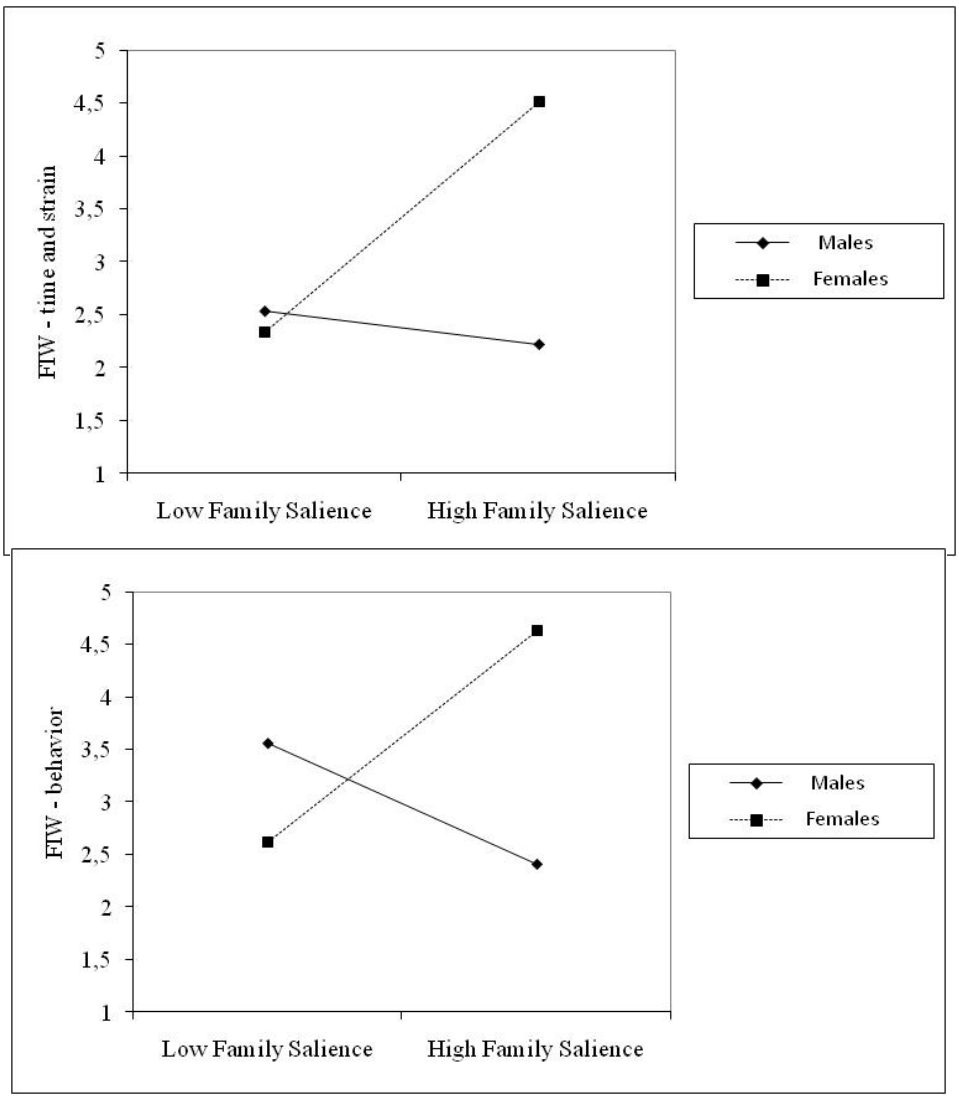


Figure 2. Plot Tables Indicating the Interaction Between Family Salience and Gender Predicting FIW-time and strain and FIW-behavior.

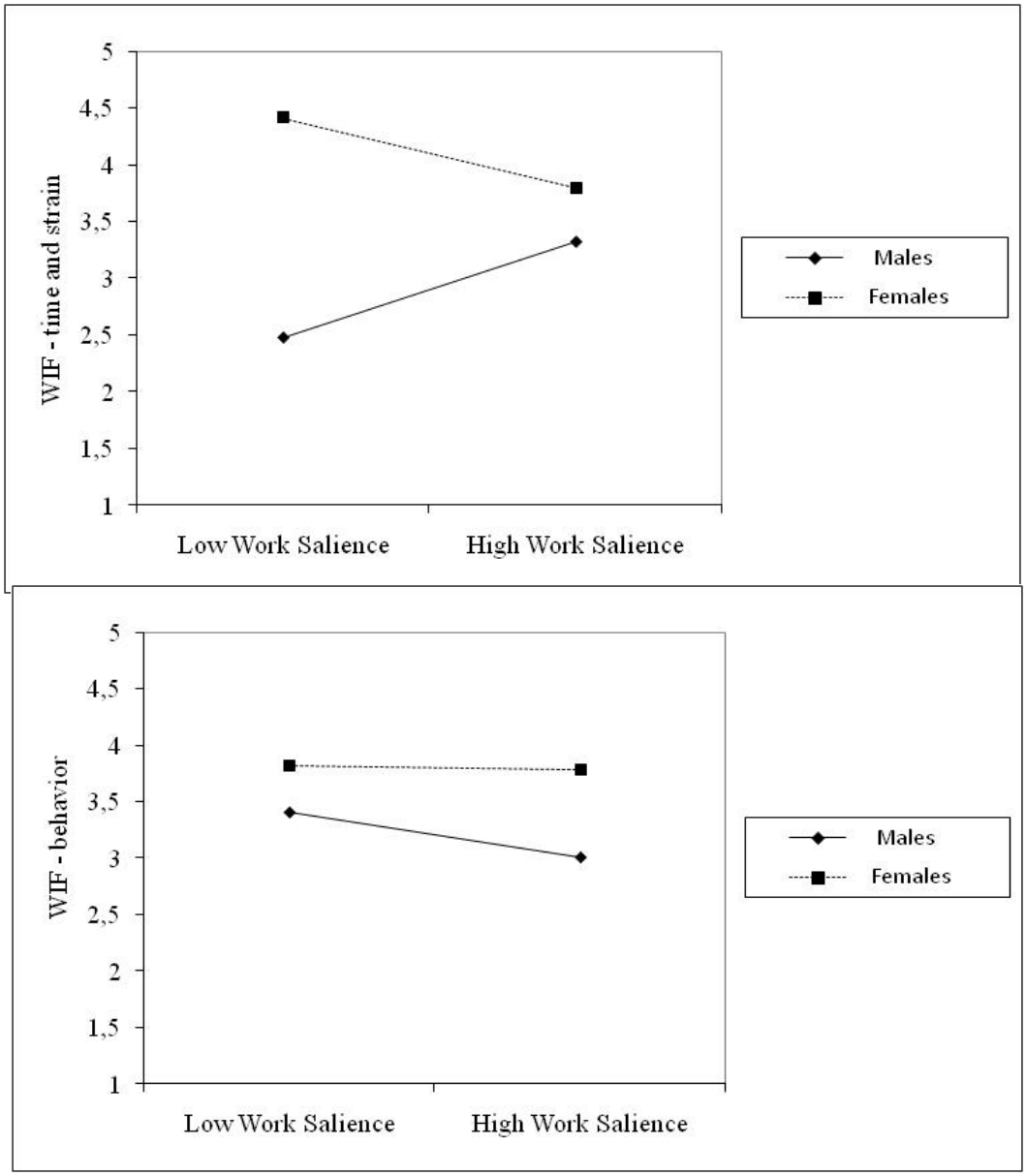


Figure 3. Plot Tables Indicating the Interaction Between Work Salience and Gender Predicting WIF-time and strain and WIF-behavior.

To determine whether these effects are significant, linear regression analysis was applied to men and women separately. Table 14 shows that the effect of family salience on time/strain-based FIW is significant for women (Beta=0,358; p<0,001; R^2=12,8%) but not for men. Moreover, the effect of family salience on behavior-based FIW was significant for women (Beta=0,297; p<0,001; R^2=8,8%) but not for men. Also, a significant positive effect of work salience on time/strain-based WIF was found for

men (Beta=0,204; p<0,05, R^2=4,1%) but not for women. Findings provide evidence for the moderating effect of gender. Hypothesis 4 is supported.

Table 14

Results of Linear Regression Analysis for Men and Women

	Dependent Variables		R^2	Adjusted R^2	F	F sig.	Variables in the equation		
							Beta	t	Sig. t
Independent Variable: Family Salience	FIW-time and strain	women	0,128***	0,122***	19,885***	0,000	0,358***	4,459***	0,000
		men	0,023	0,015	2,666	0,105	0,152	1,633	0,105
	FIW-behavior	women	0,088***	0,082***	13,102***	0,000	0,297***	3,620***	0,000
		men	0,006	-0,002	0,730	0,395	-0,080	-0,855	0,395
Independent Variable: Work Salience	WIF-time and strain	women	0,030	-0,004	0,410	0,523	-0,055	-0,640	0,523
		men	0,041*	0,033*	4,841*	0,030	0,204*	2,200*	0,030
	WIF-behavior	women	0,003	-0,005	0,366	0,546	-0,052	-0,605	0,546
		men	0,011	0,002	1,218	0,272	-0,104	-1,104	0,272

* p<0.05; ** p<0.01; ***p<0,001

6.4. RESULTS OF T-TESTS

Independent samples T-tests have been used to test the research questions. The first research question asked whether there are differences between men and women with respect to the level of work-family conflict. The variables time-and strain-based WIF, behavior-based WIF, time-and strain-based FIW and behavior-based FIW have been tested against the grouping variable gender. In order to test the equality of variances Levene's Test has been applied. It was found that there is a difference between men and women with respect to the level of time- and strain-based WIF (sign.< .05), time-and strain-based FIW (sign. < .05), and behavior-based FIW (sign.< .05). Women reported greater conflict levels in all three dimensions. No significant gender difference was found in relation to behavior-based WIF.

The second research question asked whether there are differences between men and women with respect to their level of salience for home and work roles. A second independent samples T-test has been conducted where family salience and work

salience variables have been tested against the grouping variable gender. Results showed that there wasn't a significant difference between men and women in relation to family salience and work salience. Also, T-tests have been applied to the eight factors of life role salience; work role value, work role commitment, parental role value, parental role commitment, marital role value, marital role commitment, homecare role value and homecare role commitment. Results showed that men reported greater levels of marital role commitment than women and women reported greater levels of homecare role commitment than men (sign. < .05). No other significant difference was found between genders with respect to life role salience factors. Results of T-tests are given in Table 15.

Table 15

Results of T-Tests

	Mean - Men	Mean - Women	Sig. (2-tailed)
WIF - time and strain	3,1842	3,7932	0,000*
WIF - behavior	3,4094	3,6983	0,066
FIW - time and strain	2,6257	3,1594	0,000*
FIW - behavior	3,1637	3,4891	0,033*
Work Salience	4,3816	4,4498	0,507
Family Salience	4,0799	4,1008	0,794
Work Role Value	4,8772	4,9635	0,444
Work Role Commitment	3,886	3,9361	0,718
Parental Role Value	4,886	4,8628	0,833
Parental Role Commitment	3,9649	4,1119	0,281
Marital Role Value	4,0526	3,8269	0,079
Marital Role Commitment	3,886	3,5182	0,009*
Homecare Role Value	4,0439	4,1781	0,270
Homecare Role Commitment	3,6462	4,1071	0,000*

* $p < 0.05$

7. CONCLUSION AND DISCUSSION

In this study, the effects of life role salience on work-family conflict and the moderating effect of gender on this relationship is tested. Also, the effects of life role salience on coping with work-family conflict have been analyzed. Findings provided partial support for the direct effect of life role salience on work-family conflict and coping with work-family conflict, while interesting results were found in terms of the moderating effect of gender.

The first hypothesis stated that role salience would affect the direction of work-family conflict, such that the higher the work salience, the higher the WIF and the higher the family salience, the higher the FIW. Moreover, the fourth hypothesis stated that the effect of work salience on WIF would be stronger for men and the effect of family salience on FIW would be stronger for women.

In accordance with the first hypothesis, results showed that family salience had a significant positive effect on time/strain-based FIW. Nevertheless, when men and women were analyzed separately, it appeared that this effect was only evident for women. Furthermore, it was found that family salience had a significant positive effect on behavior-based FIW, only for women; and work salience had a significant positive effect on time/strain-based WIF, only for men. Not only was the effect of work salience on WIF stronger for men, but results showed that this effect existed exclusively for men. Also, the effect of family salience on FIW was evident only for women.

Results of the hierarchical regression analysis also provided support for the moderator effect of gender. There was a significant interaction between family salience and gender predicting time/strain-based FIW and behavior-based FIW, and between work salience and gender predicting time/strain-based WIF. The effect of family salience on both dimensions of FIW was positive for women, and negative for men. Moreover, work salience had a positive effect on time/strain-based WIF for men, and a negative effect for women. That is, highly family salient women are likely to experience

greater family interference with work, and highly work salient men are likely to experience greater work interference with family.

Results suggest that role salience in the traditional role domain is likely to create conflict in the other role domain. The difference is most dramatic in the case of family role salience. For men, being highly salient in the family role is not a predictor of FIW, whereas it has significant effects on FIW for women. One explanation for this finding may be that a man who values his role in the family and who is committed to it, does not face the same role expectations as a woman who is highly family salient. Being highly involved in the family role doesn't mean the same thing for men and women. That is because gender roles prescribe men and women different role expectations. Even when a man is highly family salient, he may not see most of the family responsibilities as a duty. Barnett and Baruch (1987) proposed that, traditionally men perceive that they fulfill their family responsibilities by being a good provider. Thus, they are not likely to feel increased pressures due to family salience as women do.

Another explanation for the findings comes from Greenhaus and Beutell (1985). They proposed that salience of a role moderates the relationship between externally-produced role pressures and work-family conflict. Traditionally, women experience greater pressures from family domain. Thus, family salience is likely to moderate these pressures and result in higher work-family conflict. Men, on the other hand, do not feel the same role pressures as women. Thus, family salience does not lead to work-family conflict for them.

Literature shows that the moderating effect of gender between role involvement and work-family conflict is in the opposite direction as the moderating effect of gender found in this study between role salience and work-family conflict. More precisely, a number of research findings indicate that work involvement is a stronger predictor of work-family conflict for women whereas family involvement is a stronger predictor for men (e.g. Greenhaus et al., 1989; Duxbury and Higgins, 1991; Holahan and Gilbert, 1979b). It is interesting since role involvement and role salience are similar variables sometimes even used interchangeably. But Carlson and Kacmar's

(2000) distinction between involvement and values makes it clear why there is such a difference. Values are defined as a desirable state of existence, not necessarily a reality, whereas involvement reflects how immersed in the family or job situation an individual actually is, not the value he or she places on that domain. So, being family salient does not necessarily mean that a man actually gets involved in family matters and experiences pressures which lead family to interfere with work.

Similar explanations can be adapted to the finding that work salience leads to time/strain-based WIF for men, but not for women. As hypothesized, a man who is highly work-salient is likely to experience more time/strain-based WIF. A work salient woman does not face the same expectations as a work salient man. For instance, a work salient woman may feel that she is fulfilling her work responsibilities simply by "being a working woman". Men, on the other hand, face greater work expectations and higher pressures within the work domain. They have to fulfill their responsibility as the family breadwinner. These pressures are moderated by work salience and lead to greater WIF for men.

In terms of the salience they give to work and family roles, individuals were separated into four distinct categories: the low profile, the work profile, the family profile, and the dual profile. The profiles enabled a simultaneous consideration of salience to both roles. In addition to the profiles Cinamon and Rich (2002a) defined, the low profile was introduced for the first time by the present study. It consisted of individuals who assigned low importance to both work and family roles. Hypothesis 2 stated that people in the family profile, work profile and dual profile would differ in the level of work-family conflict they experience. Findings showed that there were significant differences between the salience profiles with respect to work-family conflict. An interesting finding was that people in the dual profile experienced higher time/strain-based WIF and FIW than people in family and work profiles. Greenhaus and Beutell (1985) proposed that simultaneous pressures from both work and family roles are necessary to arouse work-family conflict. Results are in line with their proposal. Another finding was that people in the low profile experienced greater time/strain-based WIF than people in the family profile. That is, people neither salient in the family or the

work role seem to experience greater interference from work to family than people in the family profile. Results suggest that a person who is neglecting his/her work responsibilities is likely to experience great pressures from the work domain. Apparently, these are more likely to interfere with family, when the person is neglecting his family as well.

Another interesting finding regarding differences across salience profiles is that people in the low profile experienced greater time/strain-based and behavior-based WIF than people in the work profile. The finding is interesting because work salience is expected to promote work interference with family. Results suggest that people who simultaneously assign low importance to both work and family roles are likely to face serious pressures from the work domain. The reason why people in the low profile were found to experience a great deal of work-family conflict may be that these people are deprived of the feeling of enrichment and fulfillment from having multiple roles. Studies show that having multiple roles can lead to an enrichment of life which leads to positive outcomes (Greenhaus & Powell, 2006). In a recent study conducted in Turkey, Tubin (2007) found a negative relationship between the number of roles and FIW. As the number of roles increased, FIW decreased. The elevated feeling of fulfillment gathered from multiple roles leaves less room for conflicts (Tubin, 2007). In accordance with this view, the present study indicates that assigning low importance to both work and family roles promotes work-family conflict.

The third hypothesis stated that role salience had an effect on the choice of coping strategy with work-family conflict; such that the higher the work salience, the more often the use of direct-action and help-seeking coping styles when encountered with FIW, and the higher the family salience the more often the use of direct-action and help-seeking coping styles when encountered with WIF. Results provided support for Hypothesis 3. Work salience had a significant positive effect on the use of direct action and help-seeking from the involved coping styles when encountered with FIW. Family salience had a significant positive effect on the use of help-seeking from the involved coping style when encountered with WIF. Results supported the use of identity theory as a framework for understanding people's reactions to conflict in different domains.

Also, Rotondo et al.'s (2003) proposal that individuals may direct separate efforts to cope with work and family demands has gathered support. It seems that role salience is effective in the choice of separate coping styles with conflict in work and family domains. Since conflict in the salient role domain is an identity-threatening stressor, people are likely to respond to it with more problem-focused coping styles such as direct action and help-seeking.

In addition to the hypothesis, two research questions were asked in order to better understand the variables life role salience and work-family conflict. First research question asked whether there are differences between men and women with respect to the level of work-family conflict. Results showed that women experienced greater time/strain-based WIF, greater time/strain-based FIW and greater behavior-based FIW, than men. The only factor of work-family conflict, in which no gender differences were found has been behavior-based WIF.

Women, who have greater role demands at home, experience more time pressure and strain from the family domain than do men, which leads to greater family-to work conflict. In the work domain, where women are expected to perform just as good as men, unfulfilled work demands due to greater family responsibilities, in turn, spillover into the family domain thereby causing work to interfere with family (Frone et al., 1992b). Barnett and Baruch (1987) proposed that, the time men spend satisfying work expectations is often perceived as also satisfying family expectations. In other words, work and family demands are mutually supportive for men. But women do not have mutually supportive work and family roles.

Literature supports findings. Regardless of their level of investment in work roles, women are likely to pursue higher family role involvement than men are. It has been found that spillover of distress and fatigue from work-to-family and from family-to-work is stronger for women than men, and that women are more likely than men to be thinking about home when at work (Hall and Richter, 1988). Research also shows that women have higher direct involvement in managing child care arrangements, are

more likely to perceive problems with care (Kossek, 1990), and have higher absenteeism due to child care than men (Klein, 1986).

Gender roles ascribed to women require them to embrace behavior patterns which are contradicting to work in-role behavior expectations. For instance, motherhood requires a woman to be nurturing and warm. These characteristics tend to produce counter effects in the work domain, which result in greater behavior-based FIW. For men, gender role expectations are not as contradicting as women.

This study was conducted in a non-Western cultural context. Literature suggests that 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). These social pressures may be the reason why women were found to experience more work-family conflict than men in the present study. In a recent study conducted in Turkey, Aycan and Eskin (2005) found that women felt greater employment-related guilt than did men. They proposed that although Turkish urban middle-class families endorse modern values, they also try to keep the traditional values of familialism and collectivism intact. In such cultures, working women are more likely to feel guilty regarding the adequacy of their performance of traditional family roles.

The second research question asked whether there are differences between men and women with respect to their level of salience for home and work roles. With respect to role salience, no significant gender differences were found. Women and men did not differ in their level of work salience and family salience. The only variables in which gender differences were found have been marital role commitment and homecare role commitment. Men were higher in marital role commitment and women were higher in homecare role commitment. The lack of gender differences in life role salience is an interesting finding of this study. Gender research shows that men and women are expected to perform different roles. With this line of reasoning, many studies have found gender differences in the importance of work and family roles. For instance, Cinamon and Rich (2002b) found that relatively more women than men fit the family profile, whereas more men than women fit the work profile. Results of the present study

show that even though men and women do not differ with respect to the salience they give to work and family roles, they are affected differently by their traditional and nontraditional roles. Salience in the traditional role domain is likely to promote work-family conflict for both genders. Also, the study suggests that salience of a role is an important variable in the process of coping with work-family conflict and should be taken into consideration in future studies.

7.1. LIMITATIONS OF THE STUDY

The research topic was very broad and concerning every working individual with a family. The small size of the sample and the general weight of white collar employees working in private sector hindered the generalizability of the results. Moreover, the sample consisted of generally young participants. Most of them were married for only a couple of years and nearly half of them had no children. This may have biased the results. This research provided interesting insights to gender differences in work-family conflict and coping with work-family conflict. In future, studies with more heterogeneous samples with greater sample size can help to generalize the results of the present study.

REFERENCES

Adams, G. A., King, L. A., and King, D. W. (1996). Relationships of job and family involvement, family social support, and work-family conflict with job and life satisfaction. *Journal of Applied Psychology,* 81(4), 411–420.

Adams, G. A. and Jex, S. M. (1999). Relationships between time management, control, work–family conflict, and strain. *Journal of Occupational Health Psychology*, 4, 72–77.

Anderson, S. E., Coffey, B. S., and Byerly, R. T. (2002). Formal organizational initiatives and informal workplace practices: Links to work–family conflict and job-related outcomes. *Journal of Management*, 28, 787–810.

Andreassi, J.K. and Thompson, C.A. (2007). Dispositional and situational sources of control: relative impact on work-family conflict and positive spill-over. *Journal of Managerial Psychology*, 22(8), 722-730.

Amatea, E. S., Cross, E.G., Clark, E.C. and Bobby, C.L. (1986). Assessing the Work and Family Role Expectations of Career-Oriented Men and Women: The Life Role Salience Scales. *Journal of Marriage and the Family,* 48, 831-838.

Aryee, S. (1992). Antecedents and outcomes of work-family conflict among married professional women: Evidence from Singapore. *Human Relations,* 24, 813–837.

Aryee, S., Luk, V., Leung, A., and Lo, S. (1999). Role stressors, interrole conflict, and well-being: The moderating influence of spousal support and coping behaviors among employed parents in Hong Kong. *Journal of Vocational Behavior*, 54, 259–278.

Aycan, Z., and Eskin, M. (2005). Relative contributions of childcare, spousal support, and organizational support in reducing work–family conflict for men and women: The case of Turkey. *Sex Roles, 53,* 453-471.

Bacharach, S. B., Bamberger, P., and Conley, S. (1991). Work–home conflict among nurses and engineers: Mediating the impact of role stress on burnout and satisfaction at work. *Journal of Organizational Behavior*, 12, 39–53.

Bandura, A. (1977). *Social learning theory*. Englewood Cliffs: Printice-Hall, Inc.

Barling, J. and MacEwen, K. E. (1992). Linking work experiences to facets of marital functioning. *Journal of Organizational Behavior*, 13, 573-83.

Barling, J. (1994). Work and family: In search of more effective workplace interventions. In C. Cooper and D. Rousseau (Eds.), *Trends in organizational behavior,* 1, 63-73. New York: Wiley.

Barnett, R. C., and Baruch, G. K. (1987). Social roles, gender and psychological distress. In R. C. Barnett, L. Biener, and G. K. Baruch (Eds.), *Gender and stress,* 122–143. New York: Free Press.

Bedeian, A.G., Burke, B.G. and Moffett, R. (1988). Outcomes of work-family conflict among married male and female professionals. *Journal of Management*, 14, 475-491.

Bellavia, G. and Frone, M.R. (2005). Work-family conflict, in Barling, J., Kelloway, E.K. and Frone, M.R. (Eds), *Handbook of Work Stress*, Sage, Thousand Oaks, CA.

Bernard, J. (1981). The good-provider role: Its rise and fall. *American Psychologist*, 36, 1-12.

Beutell. N.J. and Greenhaus, J. H. (1983). Integration of home and nonhome roles: Women's conflict and coping behavior, *Journal of Applied Psychology*, 68,43-48.

Beuteil, N. J. and Greenhaus, J. H. (1980). Some sources and consequences of interrole conflict among married women. *Proceedings of the Annual Meeting of the Eastern Academy of Management,* 17, 2-6.

Blanchard-Fields, E., Chen, Y. and Hebert, C. E. (1997). Inter-role conflict as a function of life-stage, gender, and gender-related personality attributes. *Sex Roles*, 37, 155-174.

Bohen, H., & Viveros-Long, A. (1981). *Balancing jobs and family life: Do flexible work schedules help?* Philadelphia, PA: Temple University Press.

Bolger, N., DeLongis, A., Kessler, R.C. and Wethington, E. (1989), The contagion of stress across multiple roles. *Journal of Marriage and the Family,* 51, 175-83.

Boyer, S.L., Maertz, C.P., Pearson, A.W. and Keough, S. (2003). Work-family conflict: a model of linkages between work and family domain variables and turnover intentions, *Journal of Managerial Issues*, 5, 175-90.

Buffardi, L. C., and Erdwins, C. J. (1997). Child-care satisfaction: Linkages to work attitudes, interrole conflict, and maternal separation anxiety. *Journal of Occupational Health Psychology,* 2, 84-96.

Burke, R. J. (1988). Some antecedents and consequences of work-family conflict. *Journal of Social Behavior and Personality,* 3(4), 287-302.

Burke, R. J., Weir. T. and Duwors. R. E. (1979). Type A behavior of administrators and wives' reports of marital satisfaction and well-being. *Journal of Applied Psychology,* 64, 57-65.

Burke, R. J., and Greenglass, E. R. (1999). Work–family conflict, spouse support, and nursing staff wellbeing during organizational restructuring. *Journal of Occupational Health Psychology*, 4, 327–336.

Burke, R. J., Weir. T. and Duwors. R. E. (1980a). Perceived type A behavior of husbands and wives' satisfaction and well-being. *Journal of Occupational Behavior*, 1, 139-150.

Burke. R. J., Weir, T., and Duwors. R. E. (1980b). Work demands on administrators and spouse well-being. *Human Relations*, 33, 253-278.

Carlson, D.S. (1999). Personality and role variables as predictors of three forms of work-family conflict. *Journal of Vocational Behavior*, 55, 236-253.

Carlson, D.S. and Kacmar, K. M. (2000). Work-family conflict in organization: Do life values make a difference? *Journal of Management*, 26, 1031-1054.

Carlson, D.S., Kacmar, K.M., and Williams, L.J. (2000). Construction and validation of a multidimensional measure of work-family conflict. *Journal of Vocational Behavior*, 56, 249-276.

Carlson, D. S., and Perrewe, P. L. (1999). The role of social support in the stressor-strain relationship: An examination of work–family conflict. *Journal of Management*, 25, 513–540.

Cartwright. L. K. (1978). Career satisfaction and role harmony in a sample of young women physicians. *Journal of Vocational Behavior*,12, 184-196.

Chadwick, B. S., Albrecht, S. L., and Kunz, P. R. (1976). Marital and family role satisfaction. *Journal of Marriage and the Family*, 38, 431-440.

Cinamon, R.G. and Rich, Y. (2002a). Profiles of attribution of importance to life roles and their implications for the work-family conflict. *Journal of Counseling Psychology,* 49(2), 212-220.

Cinamon, R.G. and Rich, Y. (2002b). Gender differences in the importance of work and family roles: implications for work-family conflict. *Sex Roles*, 47(11/12), 531-541.

Clark, S. C. (2002). Employees' sense of community, sense of control, and work/family conflict in Native American organizations. *Journal of Vocational Behavior*, 61, 92–108.

Cook, E. P. (1994). Role salience and multiple roles: A gender perspective. *The Career Development Quarterly*, 43.1, 85.

Cooke, R. A., and Rousseau, D. M. (1984). Stress and strain from family roles and work-role expectations. *Journal of Applied Psychology*, 69, 252–260.

Dokmen, Z. Y. (2004). *Toplumsal Cinsiyet*. Sistem Yayıncılık, Istanbul.

Duxbury, L. E. and Higgins, C. A. (1991). Gender differences in work–family conflict. *Journal of Applied Psychology*, 76, 60–73.

Duxbury, L., Higgins, C. and Lee, C. (1994). Work-Family Conflict: 'A Comparison by Gender, Family Type, and Perceived Control'. *Journal of Family Issues,* 15(3), 449-466.

Eagle, B. W., Miles, E. W., and Icenogle, M. L. (1997). Interrole conflicts and the permeability of work and family domains: Are there gender differences? *Journal of Vocational Behavior,* 50*,* 168–184.

Eby, L.T., Casper, W.J., Lockwood, A., Bordeaux, C. and Brinley, A. (2005). Work and family research in IO/OB: content analysis and review of the literature (1980-2002). *Journal of Vocational Behavior*, 66, 124-197.

Eiswirth-Neems. N. A.. and Handal, P. J. (1978). Spouse's attitudes toward maternal occupational status and effects on family climate. *Journal of Community Psychology*, 6, 168-172.

Ferber, M.A., O'Farrell, B. and Allen, L.R. (Eds) (1991). *Work and Family: Policies for a Changing Workforce.* Academy Press, Washington, DC.

Fox, M. L., and Dwyer, D. J. (1999). An investigation of the effects of time and involvement in the relationship between stressors and work–family conflict. *Journal of Occupational Health Psychology*, 4, 164–174.

Frone, M.R., and Rice, R.W. (1987). Work-Family Conflict: The Effect of Job on Family Involvement. *Journal of Occupational Behavior*, 8, 45-53.

Frone, M. R. (2000). Work–family conflict and employee psychiatric disorders: The National Comorbidity Study. *Journal of Applied Psychology*, 85, 888–895.

Frone, M.R., Russell, M. and Cooper, M.L. (1992a). Antecedents and outcomes of work-family conflict: testing a model of the work-family interface. *Journal of Applied Psychology*, 77, 65-78.

Frone, M. R., Yardley, J. K., and Markel, K, M.L. (1992b). Prevalence of work-family conflict: are work and family boundaries asymmetrically permeable? *Journal of Organizational Behavior*, 13, 723-729.

Frone, M. R., Russell, M., and Cooper, M. L. (1993). Relationship of work-family conflict, gender, and alcohol expectancies to alcohol use/abuse. *Journal of Organizational Behavior,* 14, 545–558.

Frone, M.R., Russell, M. and Barnes, G.M. (1996). Work-family conflict, gender, and healthrelated outcomes: a study of employed parents in two community samples. *Journal of Occupational Health Psychology*, 1(1), 57-69.

Frone, M.R., Russell, M. and Cooper, M.L. (1997a). Relation of work-family conflict to health outcomes: a four-year longitudinal study of employed parents. *Journal of Occupational and Organizational Psychology*, 70, 325-335.

Frone, M. R., Yardley, J. K., and Markel, K. S. (1997b). Developing and testing an integrative model of the work-family interface. *Journal of Vocational Behavior,* 51(2), 145– 167.

Gignac, M.A., Kelloway, E.K. and Gottlieb, B.H. (1996). The impact of caregiving on employment: a meditation model of work-family conflict. *Canadian Journal on Aging*, 15, 525-542.

Goff, S. J., Mount, M. K., and Jamison, R. L. (1990). Employer supported child care, work/ family conflict, and absenteeism: A field study. *Personnel Psychology,* 43(4), 793– 809.

Gore, S. and Mangione, T. (1983). Social roles, Sex roles and psychological distress: Additive and interactive models of sex differences. *Journal of Health and Social Behavior*, 24, 300-312.

Greenhaus, J. H. and Beutell,N. J. (1985). Source of conflict between work and family roles. *Academy of Management Review*, 10, 77–88.

Greenhaus, J.H., Bedeian, A.G. and Mossholder, K.W. (1987). Work experiences, job performance, and feelings of personal and family well-being. *Journal of Vocational Behavior*, 31, 200-215.

Greenhaus, J.H., Collins, K.M., Singh, R. and Parasuraman, S. (1997). Work and family influences on departure from public accounting. *Journal of Vocational Behavior*, 50, 249-270.

Greenhaus, J. H., and Kopelman, R. E. (1981). Conflict between work and nonwork roles: Implications for the career planning process. *Human Resource Planning*, 4(1), 1-10.

Greenhaus, J.H., Parasuraman, S. and Collins, K.M. (2001). Career involvement and family involvement as moderators of relationships between work-family conflict and withdrawal from a profession. *Journal of Occupational Health and Psychology*, 6, 91-100.

Greenhaus, J., Parasuraman, S., Granrose, C., Rabinowitz, S. and Beutell, N. (1989). Sources of work–family conflict among two-career couples. *Journal of Vocational Behavior,* 34, 133-153.

Greenhaus, J. H. and Powell, G. N. (2006). When work and family are allies: A theory of work-family enrichment. *Academy of Management Review,* 31, 72-92.

Grzywacz, J.G. and Marks, N.F. (2000). Reconceptualizing the work-family interface: an ecological perspective on the correlates of positive and negative spillover between work and family. *Journal of Occupational Health Psychology*, 5, 111-26.

Gutek, B. A., Nakamura, C. Y, and Nieva, V F. (1981). The interdependence of work and family roles. *Journal of Occupational Behavior*, 2, 1-16.

Gutek, B.A., Searle, S. and Klepa, L. (1991). Rational versus gender role expectations for work-family conflict. *Journal of Applied Psychology*, 76, 560-568.

Haar, J.M. (2006). The downside of coping: work-family conflict, employee burnout and the moderating effects of coping strategies. *Journal of Management and Organization*, 12, 146-159.

Hall, D. T. and Richter, J. (1988). Balancing work life and home life: What organizations do to help? *Academy of Management Executive*, 11, 213-223.

Hammer, L. B., Allen, E., and Grigsby, T. D. (1997). Work–family conflict in dual earner couples: Within individual and crossover effects of work and family. *Journal of Vocational Behavior*, 50, 185–203.

Havlovic, S.J. and Keenan, J.P. (1991). Coping with work stress: the influence of individual differences. *Journal of Social Behavior and Personality*, 6(7), Handbook on job stress, special issue, Perrewe, P.L. (Ed.), pp. 199-212.

Henley, N.M. (1985). Psychology and gender. *Signs: Journal of Women in Culture and Society*, 11, 1100-1029.

Herman, J. B., and Gyllstrom, K. K. (1977). Working men and women: Inter- and intra-role conflict. *Psychology of Women Quarterly*, 7, 319-333.

Hewlett, S.A. and Luce, C. B. (2005). Off-ramps and on-ramps. Harvard *Business Review*, 83, 43-54.

Higgins, C. A., Duxbury, L. E., and Irving, R. H. (1992). Work-family conflict in the dualearner family. *Organization Behavior and Human Decision Processes,* 51, 51–75.

Hobfoll, S.E. (2001). The influence of culture, community, and the nested self in the stress process: advancing conservation of resources theory. *Applied Psychology: An International Review*, 50, 337-70.

Holahan, C. K., and Gilbert, L. A. (1979a). Conflict between major life roles: Women and men in dual career couples. *Human Relations,* 32, 451-467.

Holahan, C. and Gilbert, L. (1979b). Interrole conflict for working women: Careers versus jobs. *Journal of Applied Psychology,* 64, 86-90.

Howard, H., Cunningham. D. A., and Rechnitzer. P. A. (1977). Work patterns associated with type A behavior: A managerial population. *Human Relations*, 30, 825-836.

Huang, Y., Hammer, L.B., Neal, M.B. and Perrin, N.A. (2004). The relationship between work-to-family conflict and family-to work conflict: a longitudinal study. *Journal of Family and Economic Issues*, 25(1), 79-100.

Jones, A. P. and Butler. M. C. (1980). A role transition approach to the stresses of organizationally-induced family role disruption. *Journal of Marriage and the Family,* 42, 367-376.

Kahn, R. L.. Wolfe, D. M.. Quinn, R., Snoek, J. D., and Rosenthal; R. A. (1967) *Organizational stress*. New York: Wiley.

Kanter, R. M. (1977). *Work and family in the United States: A critical review and agenda of research and policy.* New York: Russell Sage Foundation.

Karasek, R. (1979). Job demands, job decision latitude and mental dtrain: Implications for job redesign. *Administrative Science Quarterly*, 24(2), 285-307.

Keith, P. M.. and Schafer. R. B. (1980). Role strain and depression in two job families. *Family Relations*, 29, 483-488.

Keith, P. M. and Schafer, R. B. (1984). Role behavior and psychological well-being: A comparison of men in one-job and two-job families. *American Journal of Orthopsychiatry.* 54(1), 137-154.

Kelloway, E. K., Gottlieb, B. H., and Barham, L. (1999). The source, nature, and direction of work and family conflict: A longitudinal investigation. *Journal of Occupational Health Psychology,* 4, 337–346.

Kinnunen, U., and Mauno, S. (1998). Antecedents and outcomes of work–family conflict among employed women and men in Finland. *Human Relations*, 51, 157–177.

Kinnunen, U., Vermulst, A., Gerris, J. and Makikangas, A. (2003). Work-family conflict and its relations to well-being: the role of personality as a moderating factor. *Personality and Individual Differences*, 35, 1669-1683.

Klein, B. W. (1986). Missed work and long hours. *Monthly Labor Review*, 109(11), 26-30.

Koeske, G.F., Kirk, S.A. and Koeske, R.D. (1993). Coping with job stress: which strategies work best? *Journal of Occupational and Organizational Psychology*, 66(4), 1-17.

Kopelman, R. E., Greenhaus, J. H. and Connolly. T. F. (1983) A model of work, family, and interrole conflict: A construct validation study. *Organizational Behavior and Human Performance*, 32, 198-215.

Kossek, E. E. (1990). Diversity in child care assistance needs: Employee problems, preferences, and work-related outcomes. *Personnel Psychology,* 43, 769-791.

Kossek, E. E., Noe, R. A. and DeMarr, B. J. (1999). Work-family role synthesis: Individual and organizational determinants. *The International Journal of Conflict Management*, 10(2), 102-129.

Lapierre, L.M. and Allen, T.D. (2006). Work-supportive family, family-supportive supervision, use of organizational benefits, and problem-focused coping: implications for work – family conflict and employee well-being. *Journal of Occupational Health Psychology*, 11(2), 169-81.

Lazarus, R.S. and Folkman, S. (1984). *Stress, Appraisal, and Coping*. Springer, New York, NY.

Lewis, S. and Cooper,C.L. (1999).The work–family research agenda in changing contexts. *Journal of Occupational Health Psychology*, 4, 382–393.

Lilly, J. D., Duffy, J. A. and Virick, M. (2006). A gender-sensitive study of McClelland's needs, stres, and turnover intent with work-family conflict. *Women in Management Review*, 21(8), 662-680.

Lodahl, T.M., and Kejner, M. (1965). The definition and measurement of job involvement. *Journal of Applied Psychology*, 4, 24-33.

Loerch, K. J., Russell, J. E., and Rush, M. C. (1989). The relationships among family domain variables and work–family conflict for men and women. *Journal of Vocational Behavior*, 35, 288–308.

MacEwen, K. E. and Barling, J. (1994). Daily consequences of work interference with family and family interference with work. *Work and Stress,* 8, 244-254.

Major, B. (1993). Gender, entitlement, and the distribution of family labor. *Journal of Social Issues*, 49, 141-159.

Menaghan, E. G.(1989). Role Changes and psychological well-being: Variations in effects by gender and role repertoire. *Social Forces*, 67(3), 693-714.

Netemeyer, R. G., Boles, J. S., and McMurrian R. (1996). Development and validation of work-family conflict scales. *Journal of Applied Psychology,* 81, 400–410.

Nevill, D. D. And Super, D. E. (1986). *The Salience Inventory: Theory, application, and research (research ed.)*. Palo Alto, CA: Consulting Psychologists Press.

Nielson, T. R., Carlson, D. S., and Lankau, M. J. (2001). The supportive mentor as a means of reducing work–family conflict. *Journal of Vocational Behavior*, 59, 364–381.

Nippert-Eng, C. (1996). *Home and work: Negotiating boundaries through everyday life.* Chicago: University of Chicago Press.

Noor, N.M. (2002). Work-family conflict, locus of control and women's well-being: tests of alternative pathways. *Journal of Social Psychology*, 142(5), 645-63.

O'Driscoll, M. P., Ilgen, D. R., and Hildreth, K. (1992). Time devoted to job and off-job activities, interrole conflict, and affective experiences. *Journal of Applied Psychology*, 77, 272–279.

Parasuraman, S., Greenhaus, J. H., and Granrose, C. S. (1992). Role stressors, social support, and wellbeing among two-career couples. *Journal of Organizational Behavior*, 13, 339–356.

Parasuraman, S., Purohit, Y. S., Godshalk, V. M., and Beutell, N. J. (1996). Work and family variables, entrepreneurial career success and psychological well-being. *Journal of Vocational Behavior*, 48, 275–300.

Parasuraman, S., and Simmers, C. A. (2001). Type of employment, work–family conflict and well-being: A comparative study. *Journal of Organizational Behavior*, 22, 551–568.

Parsons, T. and Bales, R. F. (1955). *Family, socialization and interaction process.* Glencoe, IL: Free Press.

Pearlin, L.I. and Schooler, C. (1978). The structure of coping. *Journal of Health and Social Behavior*, 19, 2-21.

Perrewe, P. L., Hochwarter, W. A., and Kiewitz, C. (1999). Value attainment: An explanation of the negative effects of work–family conflict on job and life satisfaction. *Journal of Occupational Health Psychology*, 4, 318–326.

Peterson, C., and Seligman, M. E. (1987). Explanatory style and illness: Personality and physical health [Special issue]. *Journal of Personality*, 55, 237–265.

Pleck, J. H. (1977). The work-family role system. *Social Problems,* 24, 417-427.

Pleck, J. H.. Staines. G. L.. and Lang. L. (1980). Conflicts between work and family life. *Monthly Labor Review,* 103(3), 29-32.

Rotondo, D.M., Carlson, D.S. and Kincaid, J.F. (2003). Coping with multiple-dimensions of work-family conflict. *Personnel Review*, 32(3), 275-96.

Rotondo, D.M., and Kincaid, J. F. (2008). Conflict, facilitation, and individual coping styles across the work and family domains. *Journal of Managerial Psychology*, 23(5), 484-506.

Shamir, B. (1983). Some antecedents of work–nonwork conflict. *Journal of Vocational Behavior,* 23, 98–111.

Schwartz, J.E. and Stone, A.A. (1993). Coping with daily work problems. Contributions of problem content, appraisals, and person factors. *Work and Stress*, 7(1), 47-62.

Senecal, C., Vallerand, R.J. and Guay, F. (2001). Antecedents and outcomes of work-family conflict: toward a motivational model. *Personality and Social Psychology Bulletin*, 27, 176-86.

Simon, R. W. (1992). Spouse, parent, and worker: Gender, multiple role involvements, role meaning and mental health. *Unpublished doctoral dissertation*. Deparment of Sociology, Indiana University, Bloomington.

Simon, R. W. (1995). Gender, multiple roles, role meaning, and mental health. *Journal of Health and Social Behavior*, 36, 182-194.

Staines, G. L. (1980). Spillover versus compensation: A review of the literature on the relationship between work and non-work. *Human Relations*, 33, 111-129.

Staines, G. L., Pleck, J., Shepard, L., and O'Connor, P (1978). Wives' employment status and marital adjustment: Yet another look. *Psychology of Women Quarterly*, 3, 90-120.

Stoeva, A. Z., Chiu, R. K., and Greenhaus, J. H. (2002). Negative affectivity, role stress, and work–family conflict. *Journal of Vocational Behavior*, 60, 1–16.

Stoner, C.R., Hartman, R.L., and Arora, R. (1990-1991). Work-family conflict: A study of women in management. *The Journal of Applied Business Research,* 7(1), 67-73.

Super, D. E. (1980). A life-span, life-space approach to career development. *Journal of Vocational Behavior*, 16, 282-298.

Super, D. E.and Neville, D. D. (1983). *The Salience Inventory*. Palo Alto, CA: Consulting Psychologists Press.

Tausig, M. and Fenwick, R. (2001). Unbinding time: alternate work schedules and work life balance. *Journal of Family and Economic Issues*, 22(2), 101-119.

Tenbrunsel, A. E., Brett, J. M., Maoz, E., and Stroh, L. K. (1995). Dynamic and static work–family relationships. *Organizational Behavior and Human Decision Processes*, 63, 233–246.

Tepper, B. J. (2000). Consequences of abusive supervision. *Academy of Management Journal,* 43, 178–190.

Thoits, P. A., (1983). Multiple identities and psychological well-being: A reformulation and test of the social isolation hypothesis. *American Sociological Review*, 48, 174-187

Thoits, P. A., (1986). Multiple identities: Examining gender and marital status differences in distress. *American Sociological Review*, 51, 259-272.

Thoits, P. A., (1991). On merging identity theory and stress research. *Social Psychology Quarterly*, 54(2), 101-112.

Thoits, P. A., (1992). Identity structures and psychological well-being: Gender and marital status comparisons. *Social Psychology Quarterly*, 55(3), 236-256.

Thomas, L. T., and Ganster, D. C. (1995). Impact of family-supportive work variables on work-family conflict and strain: A control perspective. *Journal of Applied Psychology,* 80(1), 6–15.

Thompson, C. A., Beauvais, L. L., and Lyness, K. S. (1999). When work–family benefits are not enough: The influence of work–family culture on benefit utilization, organizational attachment, and work–family conflict. *Journal of Vocational Behavior*, 54, 392–415.

Tubin,R. (2007). Multiple roles, work-family conflict and related outcomes. *Unpublished Master Thesis.* İstanbul: Marmara Üniversitesi SBE.

Ufuk, H., and Ozgen, O. (2001). Interaction between the business and family lives of women entrepreneurs in Turkey. *Journal of Business Ethics*, 31(2), 95-106.

Wayne, J.H., Musisca, N. and Fleeson, W. (2004). Considering the role of personality in the work-family experience: relationships of the big five to work-family conflict and facilitation. *Journal of Vocational Behavior*, 64, 108-130.

West, C. and Zimmerman, D.H. (1987). Doing gender. *Gender and Society*, 1, 125-151

Zahrly, J., and Tosi, H. (1989). The differential effect of organizational induction process on early work role adjustment. *Journal of Organizational Behavior*, 10, 59–74.

APPENDIX

APPENDIX 1 The Questionnaire

Sayın Katılımcı,

Bu anket, Marmara Üniversitesi'nde gerçekleştirilmekte olan bir bilimsel araştırmaya veri tabanı sağlamak üzere hazırlanmış olup, çalışanların çeşitli durumlar ile ilgili görüşlerini almayı amaçlamaktadır.

Cevaplayacağınız anket 4 bölümden oluşmaktadır. Anketin üzerine hiçbir şekilde kimliğinizi belirtecek bir yazı yazmayınız. Bu çalışmaya katılan kişilerin vereceği her türlü bireysel bilgi tarafımızdan kesinlikle gizli tutulacak ve hiçbir kişi veya kuruma aktarılmayacaktır. Anket sonuçları araştırmacıda saklı kalacaktır.

Lütfen hiçbir ifadeyi atlamadan ve boş bırakmadan değerlendirmenizi yapınız. Değerli zamanınızı ayırarak katıldığınız bu çalışmanın doğru ve anlamlı sonuçlara ulaşabilmesi için, ankette yer alan her bir soruyu gerekli özeni göstererek cevaplamanız büyük önem taşımaktadır.

Çalışmaya verdiğiniz destek için teşekkür ederiz.

BÖLÜM 1.
Aşağıda, kişinin hayattaki tercihleri ve amaçları ile ilgili bazı ifadeler bulunmaktadır.

Bu ifadelere ne derece katıldığınızı, "Kesinlikle katılmıyorum"dan "Tamamen katılıyorum"a doğru uzanan cevap basamaklarından, size uygun düşen seçeneğin numarasını ifadenin yanındaki boşluğa koyarak belirtiniz.

6 Tamamen Katılıyorum	5 Katılıyorum	4 Biraz Katılıyorum	3 Pek Fazla Katılmıyorum	2 Katılmıyorum	1 Kesinlikle Katılmıyorum

	1. Hayattaki en önemli amacım, ilgi çekici ve heyecan verici bir işe / kariyere sahip olmaktır.
	2. İşimin / kariyerimin beni yaptığım diğer şeylerden daha fazla tatmin etmesini beklerim.
	3. İşim / kariyerim aracılığıyla bir isim ve itibar edinmek hayattaki en önemli amaçlarımdan biri değildir.
	4. Önemli şeyler başarabileceğim bir iş / kariyer sahibi olmak benim için önemlidir.
	5. İşimde / kariyerimde kendimi başarılı hissetmek benim için önemlidir.
	6. Çalışmak istiyorum, ancak fazla talepkar bir kariyer istemiyorum.
	7. Kariyerimde / işimde ilerlemek için gerekli tüm fedakarlıkları yapmaya hazırım.
	8. Kariyer sahibi olmaya değer veriyorum ve kariyerimi geliştirmek için gerekli tüm zamanı ve çabayı adamaya hazırım.
	9. Zamanımın önemli bir kısmını kariyerimi oluşturmak ve kariyerimde ilerlemek için gerekli becerileri geliştirmek için adamaya hazırım.
	10. Yaptığım işte / kariyerimde yükselmek için gerekli tüm zaman ve enerjiyi harcamaya hazırım.
	11. Ebeveynlik pek çok fedakarlık gerektirse de, çocuklarla yaşanan sevgi ve alınan haz yapılan tüm fedakarlıklara değerdir.
	12. Çocuk sahibi olmamayı seçseydim (seçersem), pişman olurdum.
	13. İyi bir ebeveyn olduğumu (olacağımı) hissetmek benim için önemlidir.
	14. Çocuk sahibi olma ve çocuk yetiştirme fikri bana cazip gelmiyor.
	15. Çocuk sahibi olmasaydım (olmazsam) hayatım boş olurdu.
	16. Çocuk sahibi olup, onların bakımından sorumlu olmaktansa; kendi gelişimim için ayırabileceğim zamanımın olması benim için daha önemlidir.
	17. Zamanımın ve enerjimin önemli kısmını çocuklarımı yetiştirmeye adamaya hazırım.
	18. Çocuklarımı yetiştirirken ortaya çıkacak gündelik sorunlarla birebir ilgilenirim.
	19. Çocuk yetiştirmenin gündelik detaylarıyla ilgilenirken, hayatımın başka alanlarından ödün vermekte hevesli değilim.

	20. Çocuk yetiştirme konusuna kendimi fazla vereceğimi düşünmüyorum.
	21. Hiç evlenmeseydim (evlenmezsem) hayatım boş olurdu.
	22. Başarılı bir evliliğe sahip olmak benim için hayattaki en önemli şeydir.
	23. Evliliğin beni hayatımdaki diğer her şeyden daha fazla tatmin edeceğine inanıyorum.
	24. Sevdiğim insanla evli olmak benim için her şeyden daha önemlidir.
	25. Hayatımda beni memnun eden en önemli şey evliliğim olmalıdır.
	26. Eşimi sevdiğimi, ona destek olduğumu ve ilgi gösterdiğimi hissettirmek için gerekli tüm zamanı vermeye hazırım.
	27. Zamanımın önemli bir kısmını eşimle birlikte olmak ve onunla birlikte bir şeyler yapmak için adamak bana göre bir şey değil.
	28. Bir evlilik ilişkisini kurmak ve sürdürmek için oldukça fazla zaman ve çaba harcamaya hazırım.
	29. Kendimi tam anlamıyla bir evlilik ilişkisine adamak için hayatımın başka alanlarından ödün vermek istemem.
	30. Hayattaki diğer amaçlarımla ilgili fırsatları kısıtlamak anlamına gelse dahi, iyi bir evlilik ilişkisi kurmak için çok çalışmaya hazırım.
	31. Gurur duyacağım bir eve sahip olmak benim için önemlidir.
	32. Rahat ve ilgi çekici bir eve sahip olmak benim için önemlidir.
	33. Her şeyin çok iyi yürütüldüğü bir eve sahip olmak hayattaki amaçlarımdan biridir.
	34. Güzel bir eve sahip olmaya kendimi adarım.
	35. Yaşamak için bir yere ihtiyacım var, ancak nasıl göründüğü benim için çok da önemli değil.
	36. Evle ilgili gündelik işlerin çoğunu bir başkasına yaptırırım.
	37. Düzenli ve cezbedici bir eve sahip olmak için gerekli olan zaman ve dikkati vermeye hazırım.
	38. Evime bakmak ve evimi çekici hale getirmek konusuna oldukça fazla ilgi gösteririm.
	39. Evimin düzenli olması ve işlerin iyi yapılması sorumluluğunu üstlenirim.
	40. Zamanımın önemli bir kısmını evle ilgilenmeye ve ev işlerini yönetmeye ayırmak bana göre bir şey değil.

BÖLÜM 2a.
Aşağıda, kişinin işyerindeki sorumluluklarını yerine getirmek isterken aile yaşamında karşılaşabileceği sorunlarla ilgili bazı ifadeler verilmiştir.

Bu ifadelere ne derece katıldığınızı, "Kesinlikle katılmıyorum"dan "Tamamen katılıyorum"a doğru uzanan cevap basamaklarından, size uygun düşen seçeneğin numarasını ifadenin yanındaki boşluğa koyarak belirtiniz.

6 Tamamen Katılıyorum	5 Katılıyorum	4 Biraz Katılıyorum	3 Pek Fazla Katılmıyorum	2 Katılmıyorum	1 Kesinlikle Katılmıyorum

	1. İşim, aile-içi faaliyetlere istediğim kadar zaman harcamamı engelliyor.
	2. İşime ayırmam gereken zaman, evle ilgili sorumluluklarımı yerine getirmemi ve aile-içi faaliyetlerde yer almamı engelliyor.
	3. İşle ilgili sorumluluklarıma harcamam gereken zaman yüzünden aile-içi faaliyetleri kaçırmak zorunda kalıyorum.
	4. İşten eve geldiğimde çoğunlukla aile-içi faaliyetlere katılamayacak ve ailevi sorumluluklarımı yerine getiremeyecek kadar bitkin oluyorum.
	5. İşten eve geldiğimde çoğunlukla duygusal olarak o kadar tükenmiş oluyorum ki, bu ailem için bir şeyler yapmamı engelliyor.
	6. İşteki baskılar yüzünden, bazen eve geldiğimde yapmaktan zevk aldığım şeyleri dahi yapamayacak kadar stresli oluyorum.
	7. İşte kullandığım problem çözme yöntemlerim, evdeki problemleri çözmemde etkili olmuyor.
	8. İşte kullanmam gereken ve etkili olan davranış tarzları, evde ters etki yaratabiliyor.
	9. İşte beni daha etkin yapan davranış tarzları, ev hayatında daha iyi bir eş ve ebeveyn olmama yardımcı olmuyor.

BÖLÜM 2b.
Aşağıda, kişilerin zor durumlarda gösterdikleri tepkilerle ilgili bazı ifadeler verilmiştir.

Bölüm 2a'daki ifadelerde anlatılan durumları düşünün. İş yerinizde üstlendiğiniz sorumluluklarınız yüzünden, aile yaşantınızda kendinizi yetersiz hissettiğiniz, ailede üstünüze düşen görevlerin hakkını veremediğiniz ve ailevi sorumluluklarınızı yerine getirmekte güçlük çektiğiniz bu gibi durumlarla karşılaştığınızda nasıl tepki veriyorsunuz?

Aşağıda, "Her zaman" dan "Hiçbir zaman"a doğru uzanan cevap seçenekleri verilmiştir.
İfadeleri okuduktan sonra, her birinin ne oranda gerçekleştiğini belirtmek için size uygun düşen seçeneğin numarasını ifadenin yanındaki boşluğa koyunuz.

	6 Her Zaman	5 Çoğu Zaman	4 Genellikle	3 Bazen	2 Nadiren	1 Hiçbir zaman
	1. Bu tip durumlardan uzak durmaya çalışırım.					
	2. Elimden geldiğince bu durumdan kaçınmaya çalışırım.					
	3. Kendimi sorunun kaynağı olan kişilerden uzak tutmaya çalışırım.					
	4. Kafama çok fazla takmam.					
	5. Kendime zamanın bu gibi durumların üstesinden geleceğini söylerim.					
	6. Değiştirebileceğim bir şey olmadığından durumu kabullenirim.					
	7. Planlamaya ve zaman yönetimine daha fazla dikkat gösteririm.					
	8. İşimde daha sıkı ve verimli çalışır, ailem için zaman yaratmaya çalışırım.					
	9. Benden beklenilenleri gerçekleştirmek için elimden gelen tüm çabayı gösteririm.					
	10. Hayatımı daha iyi organize ederek durumu kontrol altına almaya çalışırım.					
	11. Sorunu çözmemde etkili olabilecek insanlardan yardım isterim.					
	12. Durumu değiştirecek gücü olmasa da, çözüm düşünmem konusunda bana yardım edebilecek kişilere danışırım.					
	13. Ne yapılması gerektiğine karar verir, durumdan etkilenecek insanlara anlatırım.					
	14. Durumdan etkilenen insanlarla konuşurum.					
	15. Durumu ortaya çıkaran koşulları değiştirmeye çalışırım.					
	16. Eşim veya patronumla bir araya gelir sorunu tartışırım.					

BÖLÜM 3a.
Aşağıda, kişinin ailevi sorumlulukları yerine getirmek isterken iş yaşamında karşılaşabileceği sorunlarla ilgili bazı ifadeler verilmiştir.

Bu ifadelere ne derece katıldığınızı, "Kesinlikle katılmıyorum"dan "Tamamen katılıyorum"a doğru uzanan cevap basamaklarından, size uygun düşen seçeneği işaretleyerek belirtiniz.

Sizce uygun olan cevap seçeneği hangisi ise, o seçeneğin numarasını ifadenin yanındaki boşluğa koyunuz.

6 Tamamen Katılıyorum	**5 Katılıyorum**	**4 Biraz Katılıyorum**	**3 Pek Fazla Katılmıyorum**	**2 Katılmıyorum**	**1 Kesinlikle Katılmıyorum**

	1. Ailevi sorumluluklarıma ayırdığım zaman çoğunlukla işle ilgili sorumluluklarımla çatışıyor.
	2. Ailemle birlikte geçirdiğim zaman nedeniyle çoğunlukla kariyerime faydalı olabilecek işim ile ilgili faaliyetlere zaman ayıramıyorum.
	3. Ailevi sorumluluklarıma harcamam gereken zaman yüzünden işle ilgili faaliyetleri kaçırmak zorunda kalıyorum.
	4. Evdeki stres yüzünden, işteyken kafam aile meseleleriyle meşgul oluyor.
	5. Ailevi sorumlulukların yarattığı stres yüzünden, işime konsantre olmakta zorlanıyorum.
	6. Aile hayatımdaki gerginlik ve endişeler çoğunlukla işimi gerektiği gibi yapmama engel oluyor.
	7. Evde faydasını gördüğüm davranış tarzları işimde aynı ölçüde etkili olmuyor.
	8. Evde kullanmam gereken ve etkili olan davranış tarzları, işte ters etki yaratabiliyor.
	9. Evde işime yarayan problem çözme yöntemlerim, işte uyguladığımda o kadar faydalı olmuyor.

BÖLÜM 3b.
Aşağıda, kişilerin zor durumlarda gösterdikleri tepkilerle ilgili bazı ifadeler verilmiştir.

Bölüm 3a'daki ifadelerde anlatılan durumları düşünün. Ailevi sorumluluklarınız yüzünden, iş hayatınızda kendinizi yetersiz hissettiğiniz, işyerinde üstünüze düşen görevlerin hakkını veremediğiniz ve işle ilgili sorumluluklarınızı yerine getirmekte güçlük çektiğiniz bu gibi durumlarla karşılaştığınızda nasıl tepki veriyorsunuz?

Aşağıda, "Her zaman" ile "Hiçbir zaman" arasında uzanan cevap seçenekleri verilmiştir.
İfadeleri okuduktan sonra, her birinin ne oranda gerçekleştiğini belirtmek için size uygun düşen seçeneğin numarasını ifadenin yanındaki boşluğa koyunuz.

	6 Her Zaman	5 Çoğu Zaman	4 Genellikle	3 Bazen	2 Nadiren	1 Hiçbir zaman
	1. Bu tip durumlardan uzak durmaya çalışırım.					
	2. Elimden geldiğince bu durumdan kaçınmaya çalışırım.					
	3. Kendimi sorunun kaynağı olan kişilerden uzak tutmaya çalışırım.					
	4. Kafama çok fazla takmam.					
	5. Kendime zamanın bu gibi durumların üstesinden geleceğini söylerim.					
	6. Değiştirebileceğim bir şey olmadığından durumu kabullenirim.					
	7. Planlamaya ve zaman yönetimine daha fazla dikkat gösteririm.					
	8. Aileme ayırmam gereken zaman ve enerjiyi daha verimli kullanır, işim için zaman yaratmaya çalışırım.					
	9. Benden beklenilenleri gerçekleştirmek için elimden gelen tüm çabayı gösteririm.					
	10. Hayatımı daha iyi organize ederek durumu kontrol altına almaya çalışırım.					
	11. Sorunu çözmemde etkili olabilecek insanlardan yardım isterim.					
	12. Durumu değiştirecek gücü olmasa da, çözüm düşünmem konusunda bana yardım edebilecek kişilere danışırım.					
	13. Ne yapılması gerektiğine karar verir, durumdan etkilenecek insanlara anlatırım.					
	14. Durumdan etkilenen insanlarla konuşurum.					
	15. Durumu ortaya çıkaran koşulları değiştirmeye çalışırım.					
	16. Eşim veya patronumla bir araya gelir sorunu tartışırım.					

BÖLÜM 4. Lütfen size uygun seçeneği işaretleyiniz ve boşlukları doldurunuz.	
1.	Cinsiyet : ❑ Erkek ❑ Kadın
2.	Yaşınız : …….
3.	Medeni durumunuz: ❑ Evli Kaç yıldır evlisiniz? ……. ❑ Bekar ❑ Dul ❑ Boşanmış ❑ Arkadaşımla yaşıyorum.
4.	Evde sizinle birlikte yaşayan çocuk sayısı: ❑ 0 ❑ 1 ❑ 2 ❑ 3 ❑ 3ten fazla Varsa evde sizinle birlikte yaşayan çocukların yaşları: ……. ....… ……. ……. …….
5.	İşyerindeki pozisyonunuz (ünvanınız) : ……
6.	Çalıştığınız sektör: ……
7.	Haftalık çalışma saatiniz: …….
8.	Eğitim durumunuz: ❑ İlkokul ❑Ortaokul ❑ Lise ❑ Üniversite ❑ Yükseklisans ❑ Doktora
9.	Evinizde ev işlerinde yardımcı olması için tuttuğunuz bir kişi var mı ❑ Evet ❑ Hayır