

Crossover of Work-Family Conflict:
Antecedent and Consequences of Crossover Process
in Dual-Earner Couples

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STATEMENT OF AUTHORSHIP

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ABSTRACT

The present study aimed at investigating the crossover effect of an individual's work-family conflict on the psychological well-being (i.e. life satisfaction, marital satisfaction and employment-related guilt) of the corresponding partner. Support mechanisms, namely managerial and spousal support, and problem solving behavior were examined as moderators. Data were collected from 187 dual-earner couples with at least one child between the ages of 0 and 6 years. It was revealed that woman's family-to-work conflict was negatively related to the marital satisfaction of her spouse. Regarding husband to wife model, man's family-to-work conflict was negatively correlated with the life satisfaction and positively correlated with employment-related guilt of his spouse. Furthermore, work-to-family conflict experienced by man was significantly correlated with marital satisfaction and employment-related guilt of his spouse. Moderated multiple regression analyses revealed that problem solving behavior of women moderated the relationship between family-to-work conflict experienced by husband and the life satisfaction, as well as employment related guilt of wife. The present study provided an integrated model combining support mechanisms, work-family conflict, and psychological well-being indicators in a single study.

Key words: Work-to-family conflict, family-to-work conflict, crossover, psychological well-being.

ÖZET

Bu çalışmanın amacı, bireyin yaşadığı iş-aile çatışmasının eşinin psikolojik iyi olma durumu (yaşam doyumu, evlilik doyumu ve çalışmaya bağlı olarak duyulan suçluluk duygusu) üzerindeki etkilerini (geçişini) araştırmaktır. Çalışmada destek mekanizmaları, yani yönetsel destek ve eş desteği, ve problem çözme davranışı moderatör olarak incelenmiştir. Veriler 0 ve 6 yaş arasında en az bir çocuğu olan 187 çift kazançlı aileden toplanmıştır. Kadınların yaşadığı aile-iş çatışmasının, eşlerinin evlilik doyumunu negatif yönde etkilediği ortaya çıkmıştır. Erkeklerin yaşadığı aile-iş çatışması ile kadınların yaşam doyumu arasında negatif bir ilişki, kadınların çalışmaya bağlı olarak duydukları suçluluk duygusu arasında ise pozitif bir ilişki bulunmuştur. Ayrıca erkeklerin yaşadığı iş-aile çatışmasının, kadınların evlilik doyumunu ve çalışmaya bağlı olarak duyulan suçluluk duygusunu önemli ölçüde etkilediği ortaya çıkmıştır. Belirleyici çoklu regresyon analizleri, kadınların problem çözme davranışının, erkeklerin yaşadığı aile-iş çatışması ile kadınların yaşam doyumu ve çalışmaya bağlı olarak duyulan suçluluk duygusu arasındaki ilişkide moderatör olarak etkili olduğunu göstermiştir. Bu çalışma, destek mekanizmalarını, iş-aile çatışmasını ve psikolojik iyi olma durumu göstergelerini tek bir çalışmada birleştiren entegre bir model sağlamıştır. Çalışmanın teorik ve uygulamaya yönelik katkıları tartışılmıştır.

Anahtar Sözcükler: İş-aile çatışması, aile-iş çatışması, geçiş, psikolojik iyi olma durumu

DEDICATION

To Mehmet Can Bilkur and my dear family

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Chapter 1

INTRODUCTION

1.1 Statement of the Present Research

In the past few decades, changes in economic and social dynamics have led to changes in the workforce characteristics. All around the world, as women's labor participation rates increase, the number of dual-earner couples also increases (Zedeck & Mosier, 1990). This situation points out to the importance of changing work and family roles. Childcare, family responsibilities and work responsibilities are no longer restricted to traditional gender roles and these responsibilities are shared between spouses (Byron, 2005). The probable outcome for those couples with multiple roles is generally work-family conflict, a type of interrole conflict that takes root from the conflicting demands of work and family roles (Greenhaus & Beutell, 1985; Hammer, Allen & Grigsby, 1997).

Along with the changes in the labor force dynamics, understanding the interactions among dual-earner couples becomes a pivotal concern for researchers. The interaction process that corresponds to the transmission of negative or positive experiences such as strain and stresses between partners and individuals from the same dyad is defined as the crossover effect (Hammer, Allen & Grigsby, 1997; Westman, 2001; Westman & Vinokur, 1998). As suggested by the Systems Theory (Bronfenbrenner, 1977), since individuals and their work and family lives are interrelated, the behaviors of these individuals have to be analyzed in relation to other family members. Therefore, it becomes important to study the crossover

effect among family members, especially among couples who are affected by each others' experiences in work and family domains. It's well documented that stress and strains of one partner crosses over and affects the stress, and psychological well-being of the other. The literature provides evidence for crossover of depression (Westman & Vinokur, 1998), burnout (Westman, Etzion & Danon, 2001), as well as work-family conflict (e.g., Hammer, Allen & Grigsby, 1997).

It is not surprising that work family conflict has been incorporated into the crossover literature. Due to the attempt to simultaneously fulfill work and family responsibilities, work-family conflict is among the most prevalent experiences of dual-earner couples. Two forms of conflict have been suggested in the literature. Work-to-family conflict (or work interference with family, WIF) occurs when the demands of work interfere with the fulfillment of family responsibilities, and family-to-work conflict (or family interference with work, FIW) occurs when the demands of family interfere with the work domain (Greenhaus & Beutell, 1985). For instance, a working mother who has to work long hours may not be able to show concern for her child at home (WIF), or she may experience family related interruptions at work due to the child's sickness (FIW). These two forms of conflict have been largely examined along with several antecedents and outcomes.

The present study aims at extending the literature by combining the crossover research and work-family conflict research focusing on demand and support model (e.g., Aryee, Luk, Leung & Lo, 1999). More specifically, work-family conflict of an individual is expected to affect his/her spouse's psychological well-being. It's suggested here that, in addition to the crossover effects, support mechanisms namely spousal and managerial support would moderate the relationship between work overload and work-family conflict. Finally, problem

solving behavior of an individual is expected to moderate the relationship between work-family conflict of the spouse and psychological well-being of the individual. The proposed conceptual model is shown in Figure 1.

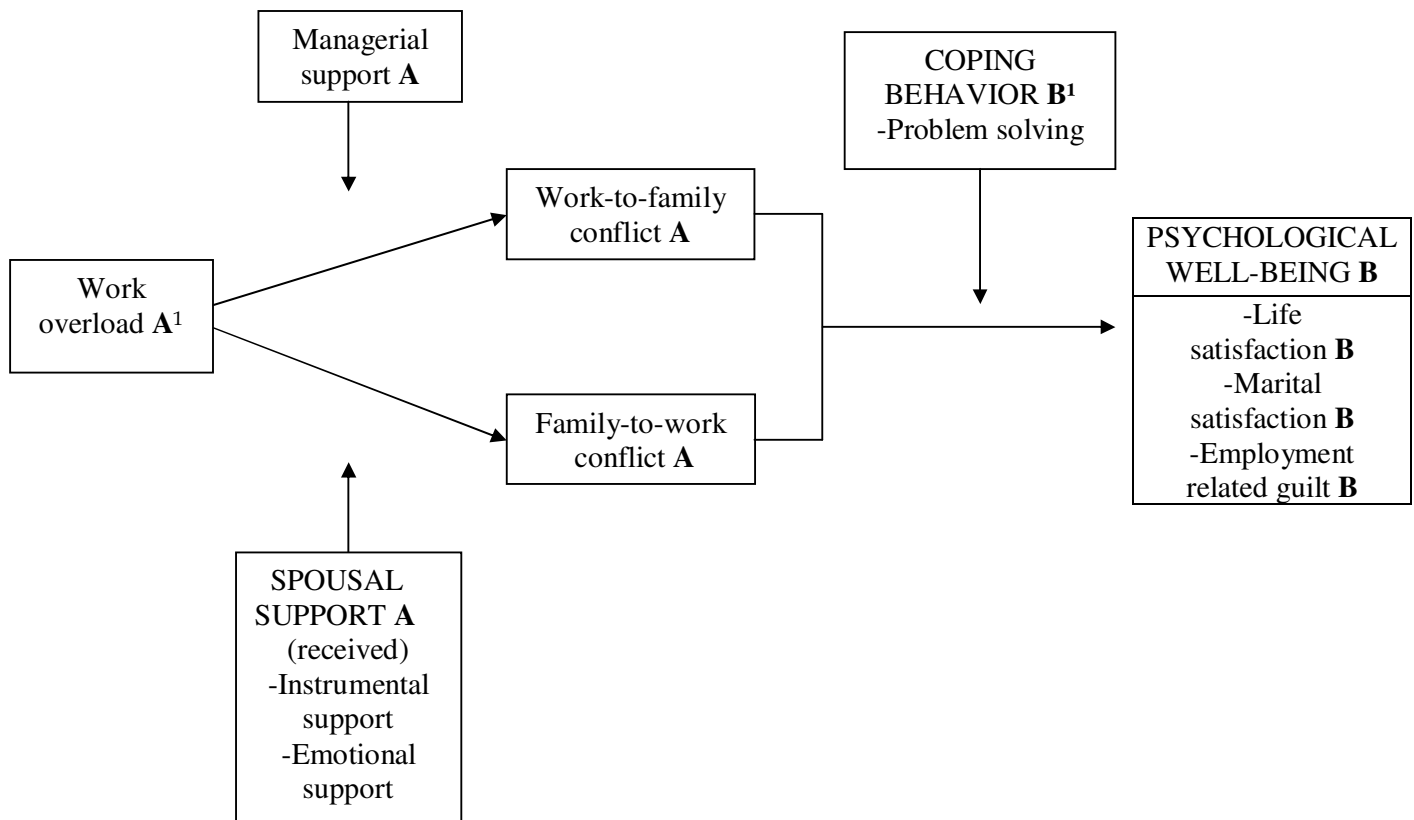


Figure 1. The proposed model of crossover effect of an individual's work-family conflict on the psychological well-being of the partner.

Note: ¹ The individual himself/herself.

² The corresponding partner or spouse of the individual.

1.2 Rationale of the Study

Although the literature on work-family conflict addresses a wide range of substantive issues, two common themes have been (1) the antecedents of work family conflict, such as work overload and family stressors (e.g., Byron, 2005; Westman & Etzion, 2005), and (2) the outcomes of work-family conflict such as psychological well-being, depression, satisfaction and actual behaviors (e.g., Hammer, Bauer & Grandey, 2003; Parasuraman, Greenhaus & Granrose, 1992). The literature provides evidence for the positive effects of work and family stressors on the experience of work-family conflict, as well as the negative consequences of this conflict. Individuals who are highly involved in work and family roles (Hammer, Allen & Grigsby, 1997; Karambayya & Reilly, 1992), have high parental and work overload (Aryee et al, 1999), low job autonomy, high task variety, work role overload and conflict experience higher levels of work-family conflict (Aryee, 1992). It has been suggested that especially high demands in the work domain are likely to aggravate the severity of the conflict, because individuals may not be able to meet the requirements of their work and family roles. Actual or perceived amount of role overload in the workplace has been accepted as the strongest and the most consistent predictor of work-family conflict (e.g., Britt & Dawson, 2005). In that case, the buffering role of social support from various sources, such as spouse and organization, becomes important (e.g., Cohen & Wills, 1985; Wallace, 2005).

Social support mechanisms, namely support received from the spouse or the organization being employed are crucial in lessening the effects of stressors on the well-being of individuals (e.g., Etzion, 1984). When individuals do not have enough time and energy to meet the requirements of their roles, social support enables them to deal with conflictual demands of work and family domains. In other words, the rationale behind the buffering

effect of social support is that it acts like a lending hand enabling people to compensate for their work or family responsibilities (Carlson & Perrewe, 1999).

Previous research has enhanced our understanding of the mediating role of work-family conflict in the relationship between demands in work domain and the negative outcomes (e.g., Lu, Gilmour, Kao & Huang, 2006). Work-family conflict has been associated with reduced psychological well-being and physical well-being (e.g., Frone, Russell & Barnes, 1996). However, interrole conflict of one spouse may influence other spouse's psychological well-being. For instance, a working woman with a husband experiencing high levels of work-family conflict may have lower levels of marital satisfaction and life satisfaction. It would seem, therefore, that further investigation is needed to elucidate the effects of one partner's work-family conflict on the well-being of the other. It has been suggested that coping behaviors, which are cognitive and behavioral attempts to deal with stressful situations, lessened the effects of stress and strain on psychological well-being (Osipow & Davis, 1988; Aryee et al., 1992). The literature provides strong evidence for the buffering effect of coping behaviors on the relationship between work-family conflict and psychological well-being, but it remains unclear whether this effect is applicable in the crossover process between spouses.

Even though the relationship between work and family domains has been recognized, most of the research focused on the within-individual effects and little attention has been paid to between individual effects. With the exception of a few attempts (e.g., Hammer, Cullen, Neal, Sinclair & Shafiro, 2005) crossover effect of work-family conflict has not been fully explored. None of the crossover studies provided an integrated model combining demands, support mechanisms, work-family conflict, coping strategies and psychological well-being indicators in a single study. The present study aims to fill this gap by examining the crossover

effects of work-to-family and family-to-work conflict on the psychological well-being of dual-earner couples with children ages of 0-6 years in Turkey.

It has been demonstrated that dual earner couples are more vulnerable to the effects of role overloads experienced in both work and home domains. In their study, Elloy and Smith (2003) compared dual-career and single-career couples and found that dual-career couples experienced more role overload, role conflict, role ambiguity, stress and work-family conflict than single-career couples did. Furthermore, couples with children experience higher levels of work-family conflict than those with no children (Elloy & Smith, 2003), because having children at home makes it difficult to devote time and energy to work. Similarly, Beatty (1996) reported that for women with child-care responsibilities, work-family conflict was strongly and positively associated with depression, whereas this relationship was insignificant for women without children. As a consequence of juggling multiple roles, dual-earner couples become more susceptible to role overloads and inability to balance work and family responsibilities. Finally, the rationale behind studying families with children aged 0-6 years is that among dual-earner couples those who have preschool children were more likely to experience trouble combining work and family roles (Parasuraman et al., 1992). In the model of family stages, Lopata (1966) also suggested that parents with children in early ages had the strongest demands on time and energy.

Support and coping mechanisms, namely resources available to the couples, are expected to weaken the potential effects of the stressors at both within-individual and between individual levels. In line with the model proposed by Aryee, Luk, Leung and Lo (1999), the present study suggests that spousal support and managerial support will moderate the relationship between work overload and work-family conflict. Similarly, problem solving

behavior as a way of coping will moderate the relationship between the work-family conflict experienced by one spouse and the psychological well-being of the other spouse, namely life satisfaction, marital satisfaction and employment-related guilt which is a recently introduced concept in the literature (Aycan & Eskin, 2005). Specifically, it is proposed that the crossover process will be moderated by problem solving behavior employed by the individual whose psychological well-being is affected by his or her partner's WFC experience.

Understanding crossover effect among dual-earner couples would make contributions to policy and practice. Studying the effects of individuals' work-family conflict on their partners' psychological well-being will help both individuals and organizations to eliminate the factors that trigger this process by including the spouse in the intervention programs. Elimination of these factors can be associated with higher levels of satisfaction in major realms of life, which may in turn lead to higher levels of job performance and organizational effectiveness (Pitt-Catsouphe, Matz-Costa & MacDermid, 2007). For instance, provided that managerial support attenuates the effects of workload on the WFC experience, which in turn leads to positive experiences of psychological well-being of the corresponding partner, management can formulate preventive measures for the employees. These preventive measures may include intervention programs or trainings to couples and managers on work-family balance, or organizations can establish hotlines that can support their employees and their spouses who experience difficulty in handling work and family responsibilities

Chapter 2

LITERATURE REVIEW

2.1 Crossover Effect: Transmission of Experiences in Dual-Earner Couples

Crossover effect is the transmission of stress and strain experienced in the work and family domains from one individual to another within the same dyad (Bakker, & Schaufeli, 2005; Hammer, Bauer, & Grandey, 2003; Westman & Etzion, 2005; Westman, Etzion, & Danon, 2001). This transmission can occur from an individual in the work domain to his/her spouse and from the spouse at the home domain to the individual at the workplace. Even though, this process is defined as the transmission of experiences between domains, it can occur within the borders of the same domain (Westman, 2001). For instance, Parasuraman, Greenhaus and Granrose (1992) investigated the crossover process both between and within domains and found that females' family role stressors (e.g. family conflict and parenthood) are negatively related to their husbands' family satisfaction. Namely, the stress and strain experiences of women in the family domain detract from their husbands' family satisfaction. In parallel with this evidence, crossover may occur within the borders of work domain such that burnout of a job incumbent may crossover to the coworkers working in the same environment by affecting their psychological and physical health (Westman, 2001).

In the literature, three mechanisms explaining the crossover process have been suggested: direct crossover, common stressors, and indirect crossover (Westman, 2001; Westman, Etzion & Danon, 2001; Westman & Vinokur, 1998). First mechanism emphasizes

that stress and strain experienced by one partner creates an empathic reaction in the corresponding partner resulting in an increase in his or her stress and strain levels. In their study, Westman, Etzion, and Danon (2001) found that there is a direct crossover of burnout from husbands to wives, but not from wives to husbands (Westman et al., 2001). In addition to this, previous research provides strong evidence for the direct crossover of experiences related to psychological well-being between dual-earner couples, such as crossover of depression (Westman, Price & Caplan, 1996; Westman & Vinokur, 1998), exhaustion, distress (Barnett, Brennan, Marshall, Raudenbush & Pleck, 1995) and even life satisfaction as a positive experience (Demerouti, Bakker & Schaufeli, 2005).

Second mechanism, referred to as common stressors, is proposed by Westman and Etzion (1995), and elaborated by Westman and Vinokur (1998). It is suggested that transmission of the stress and strain may be the result of a common stressor prevailed in the shared social environment and it may affect the partners or job incumbents in the same direction. Stressful life events, financial strain experienced by both partners and job insecurity are important common stressors that give way to an increase in the stress levels of partners (Vinokur, Price & Caplan, 1996; Westman, Etzion & Danon, 2001; Westman & Vinokur, 1998). Westman, Etzion & Danon (2001) conducted a study among married couples working in the same organization which was undergoing downsizing. They found that job insecurity increases burnout in both spouses and job insecurity of husbands' and wives' were correlated significantly, indicating the existence of a common stressor.

The final mechanism regarding the crossover process is called the indirect transmission and based on the existence of mediating or moderating variables (Westman, 2001). Namely, transmission of work and family domain stressors is mediated by the

interaction process between spouses. An increase in the stress levels of an individual may lead to a less supportive environment meaning inadequate social support given to the partner. Not receiving enough support from the spouse increases the vulnerability of the individual to feel distress (Antonovsky, 1979). Therefore, lack of spousal support or a negative interaction style with the partner is likely to increase the crossover of stress and strain. Social support (Eckenrode & Riley, 1986; Hobfoll & London, 1986; Jones & Fletcher, 1993; Repetti, 1989), coping mechanisms employed by spouses (Monnier & Hobfoll, 1997), communication style, daily interaction between partners (Jones & Fletcher, 1993) and social undermining (Westman & Vinokur, 1998) appeared as mediating factors in the crossover process indicating an indirect transmission. Social undermining can be explained as negative affect, negative evaluation and criticism directed toward the target person (Vinokur & Van Ryn, 1993). However, in their effort to demonstrate the mediation effect of social undermining on the crossover process of burnout, Westman et al. (2001) could not provide an evidence for the effect of social undermining behavior of an individual on partner's level of burnout. Social undermining was thought to mediate the crossover process of burnout since it is likely to be triggered by an increase in the burnout level of one spouse. Even though the effect of burnout experienced by husband on social undermining towards his partner was supported, the husband's social undermining was not a strong predictor of his wife's burnout.

Along with underlying mechanisms explaining transmission of experiences between and within domains, crossover studies can be categorized in terms of direction of the transmission. Crossover may be bi-directional between spouses or individuals from the same dyad, as well as uni-directional meaning that only one partner is affected by the stresses or strains of the corresponding partner. Most of the studies reporting bi-directional crossover provides support for the transmission of the same experiences such as burnout (Westman &

Etzion, 1995), distress (Barnett, Raudenbush, Brennan, Pleck & Marshall, 1995), depression (Vinokur, Price & Caplan, 1996; Westman & Vinokur, 1998), work-family conflict (Hammer, Allen & Grigsby, 1997; Westman & Etzion, 2005), and partner's cross-cultural adjustment among expatriates (Tacheuchi, Yun & Tesluk, 2002). For instance, in an effort to contribute to the external validity of previous studies on stress and strain, Westman and Etzion (2005) added work-to-family and family-to-work conflict to the list of stressors and reported bi-directional crossover of both types of conflict among spouses. In contrast, uni-directional transmission may follow the path from men (husband) to women (wife) in dual-earner couples (e.g., Burke, Weir & DuWors, 1980; Demerouti, Bakker, Schaufeli, 2005; Jones & Fletcher, 1993; Karambayya & Reilly, 1992; Morrison & Clements, 1997; Rook, Dooley & Catalona, 1991) or it may follow the path from women to men (e.g., Greenhaus & Parasuraman, 1987; Greenhaus, Parasuraman, Granrose, Rabinowitz & Beutell, 1989; Hammer, Allen & Grigsby, 1997; Roberts & O'Keefe, 1981; Rosenfield, 1992). Since the present study does not focus on the transmission of the same experiences, such as crossover of marital satisfaction from one partner to the other, neither bi-directional nor uni-directional crossover is expected. However it is suggested that crossover of work-family conflict on life satisfaction and marital satisfaction of the partner would be significant both from husband to wife and wife to husband. Regarding employment related guilt, work-family conflict experienced by husband is expected to be positively correlated with wife's feelings of guilt. In other words, the phenomenon studied in this research is referred as cross domain crossover.

Most of these studies revealed the unique effects of husbands' job related stress and strain on the psychological well-being of their wives. For instance, both Burke, Weir and Duwors (1980) and Long and Voges (1987) found significant positive correlations between the job stress of husbands, who were working in high-stress jobs such as prison officer and

senior administrators of correctional institutions, and the well-being of their wives. Even more serious results were revealed by Fletcher's (1983; 1988) studies on occupational data and mortality statistics, such as crossover effect of male occupational mortality on wives' mortality and husbands' occupational stress on wives' life expectancy. There is also strong support for the negative effects of women's employment on the well-being of their husbands in the crossover literature. Women's employment status (i.e., being employed) has negative effects on husbands' well-being and depressive symptoms (Rosenfield, 1980; 1992), job and life satisfaction (Greenhaus & Parasuraman; 1987; Staines, Pottick & Fudge, 1986), and marital satisfaction (Booth, 1977).

Even though studies investigating the crossover process within stress and strain literature date back to the early 1980s, the incorporation of work-family conflict phenomenon into this literature begins with the study of Greenhaus, Parasuraman, Granrose, Rabinowitz and Beutell (1989). In their study Greenhaus et al. (1989) explored the effect of interaction between spouses' level of work salience, namely job involvement and career priority, on experiences of work-family conflict. The interaction of partners' job involvement was related to husbands' time-based work family conflict, whereas interaction of partners' career priority was related to husbands' strain-based work-family conflict. In other words, the interaction of partners' work salience affects husbands' work-family conflict which corresponds to the crossover of work salience on work-family conflict. However none of the interactions prevailed for husbands were significant for wives which suggest a uni-directional crossover from wives to husbands. By using the same data set, Parasuraman, Greenhaus, and Granrose (1992) examined the effects of role stressors and work-family conflict on spouse's family satisfaction, but no significant crossover effect was found for work-family conflict and family satisfaction among couples.

Another important study on the crossover effect of work-family conflict was conducted by Hammer, Allen, and Grigsby (1997). As indicated above, they found bi-directional crossover effect of work-family conflict among dual-earner couples. Furthermore, the results of the study indicated that even though there is no significant relationship between husbands' work salience and wives' work-family conflict, female's work salience crosses over and affects their husbands' work-family conflict positively. Namely, the relationship between work salience and work-family conflict is uni-directional only from wives to husbands. Recently, a study among dual-earner couples in which wives were on duty US Air Force personnel was conducted by Westman and Etzion (2005) examining the crossover effects of work-to-family and family-to-work conflict separately. In parallel to the findings of Hammer et al. (1997), these authors also found that both work-to-family and family-to-work conflict crosses over from husbands to wives and vice versa.

Almost all studies investigating the crossover effect between and within work and family domains focused on the transmission of negative experiences and did not account for the positive crossover between individuals. Westman (2001) suggested that even though crossover is usually defined as the transmission of negative experiences such as job stress (e.g. Burke et al., 1980) and psychological strain (e.g. Westman & Etzion, 1995), the definition may be used to describe the transmission of positive experiences. The first study exploring the effects of job stressors on marital satisfaction among Finnish dual-earner couples could not reveal significant results for the crossover of marital satisfaction (Mauno & Kinnunen, 1999). Job stressors and work-family conflict experienced by one partner did not influence the marital satisfaction of the other. They interpreted these insignificant findings by referring to the coping strategies that might be employed by the spouses. For instance, partners providing support for each other and discussing their job-related stress may not allow

their negative experiences to interfere with their marital well-being. Another study by Demerouti, Bakker and Schaufeli (2005) showed that life satisfaction crosses over from husbands to wives, but not from wives to husbands. It is argued that the reason behind finding this uni-directional crossover may be due to sensitivity of wives to the well-being of their husbands, in other words “..they seem to view the life satisfaction of their partner as a precondition of their own satisfaction” (Demerouti, Bakker & Schaufeli, 2005, p. 283).

After providing definition of crossover effect and the literature on the possible mechanisms underlying this process, this chapter is structured as follows. First, work overload as the main antecedent of work-family conflict on the within individual level will be presented. Secondly, the crossover effect between work-family conflict of a spouse and the psychological well-being indicators of the other spouse will be discussed. Thirdly, the mediating role of is work-family conflict, between an individual’s work overload and his/her spouse’s psychological well-being will be explored. Finally, the role of moderators, which are spousal support, managerial support and problem solving behavior, will be explored.

2.2 Work Overload as the Antecedent of Work-Family Conflict

Detrimental effects of work domain pressures and stressors on employees, families and as well as organizations have been discussed in the stress and strain literatures (e.g., Frone, Yardley & Markel, 1997; Russell, Frone & Cooper, 1992). Among the work stressors (e.g., role overload, role conflict, and role ambiguity), work overload seems to be the most agreed upon predictor of work-family conflict (e.g., Aryee, 1992; Burke, Weir & DuWors, 1980; Greenhaus et al, 1987,1989; Pleck, Staines & Lang, 1980). Workload or work overload has been defined in both quantitative and qualitative terms. As described by Greenhaus et al.

(1989), overly taxing work domain roles correspond to workload. This definition involves extended working hours or working overtime, shift works, overwhelming and difficult tasks. Elloy and Smith (2003) stated that qualitative work overload occurs when the demands or tasks are too difficult to complete, whereas quantitative workload is experienced when the individual has too many tasks to do and cannot catch up. Therefore, in both cases employees may have to work longer hours, even in weekends to meet the demands of their work roles. Furthermore, Luk and Shaffer (2005, p.492) stated that “time and energy are exhaustible commodities: once spent, they are not available for other tasks either within the same domain or other domains.” When individuals are not able to devote enough energy and time for their family responsibilities due to work overload, in other words when they have fewer resources for their family roles, as proposed in the present study they are more likely to experience work-to-family conflict. Since they have considerably less time and energy left for their family roles, they cannot spend enough time with their spouses or children, as well as on domestic tasks.

In addition to the definition of workload as quantitative and qualitative, Britt and Dawson (2005) defined it as the perceived and actual amount of work performed by an employee and their study revealed that both objective and subjective aspects of workload are positively related to work-family conflict. The amount and frequency of working overtime (Pleck, Staines & Lang, 1980), the amount of actual time worked (Major, Klein & Ehrhart, 2002), hours spent at work (Fu & Shaffer, 2001; Lu, Gilmour, Kao & Huang, 2006; Wallace, 2005) were also found to be positive predictors of work-family conflict. In their study which inspired the present one, Aryee, Luk, Leung and Lo (1999) found that work overload was significantly and positively associated with both work-to-family conflict and family-to-work conflict. It was also revealed that work overload rather than family overload was more

strongly correlated with family-to-work conflict (Aryee et al., 1999). Furthermore, in their cross-sectional field study, Geurts, Rutte and Peeters (1999) reported that among the antecedents of work-family interference, only one home characteristics put pressure on the interface between work and family domain against three work characteristics, such as unfavorable work time schedule and high quantitative work overload. As a consequence, the literature has supported that work overload is the most consistent predictor of work-family conflict (Britt & Dawson, 2005; Fu & Shaffer, 2001; Keith & Schafer, 1980).

In line with these findings and the expected relationship between work overload and work-to-family conflict, work overload is also expected to be positively correlated with family-to-work conflict. High work overload experienced by individuals may result in family-to-work conflict in the sense that they become psychologically preoccupied with the overly taxing roles and the uncompleted tasks while endeavouring to fulfill their responsibilities in work and family domains (Aryee et. al, 1999; Greenhaus & Beutell, 1985). Especially role overload in the workplace causes high levels of physical and psychological fatigue that may prevent an individual from meeting the demands of multiple roles. This relationship can be explained through Asymmetrical Permeability Theory (Pleck, 1977) such that work related experiences such as work overload are allowed to spillover to the family responsibilities rather than the reverse spillover. In other words, regardless of the domain specific effects, work overload seems to be more pervasive and influential in facilitating the transference of conflict both from work-to-family and family-to-work domain.

Most of the studies illustrating the effects of work pressures such as role conflict, role ambiguity and role overload, investigate these stressors as within-domain variables which affect individual's own well-being and satisfaction. Among the crossover studies to date,

workload or work role overload of an individual has been associated directly with the well-being of the corresponding partner (Morrison & Clements, 1997), anxiety and depression (Crossfield, Kinman & Jones, 2005). None of the studies has explored the work overload as an antecedent in the crossover process. It would seem, therefore, that further investigations are needed to incorporate workload as an antecedent while studying crossover effects within the domain of work-family conflict. In line with the past research on the consistency of work overload in predicting work-family conflict, it is proposed that:

Hypothesis 1a: Work overload of an individual is positively related to his or her own work-to-family conflict.

Hypothesis 1b: Work overload of an individual is positively related to his or her own family-to-work conflict.

2.3 The Crossover Effect: The Impact of Work-Family Conflict on the Well-being of Spouses

As described earlier, work-family conflict is a form of interrole conflict in which conflicting demands of family and work life interferes with each other (Greenhaus & Beutell, 1985). The growing body of research has revealed that work-family conflict experienced by individuals can be the source of many psychological and physical well-being indicators. Some studies have suggested that both forms of work-family conflict, work-to-family and family-to-work conflict, has their own unique consequences (e.g. Frone, Yardley & Markel, 1997), whereas others have suggested that they do not have mutually exclusive consequences (e.g. Parasuraman et al., 1992). Work-to-family conflict is associated more consistently with

family-related outcomes such as marital satisfaction (e.g., Higgins & Duxbury, 1992), and family-to work conflict is associated more with work-related outcomes such as job satisfaction (e.g., Adams, King, & King, 1996).

The literature also provides evidence for the association of domain specific satisfaction with both types of work-family conflict. For instance, it was found that both work-to-family conflict and family-to-work conflict were negatively correlated with marital satisfaction (Aycan & Eskin, 2005) and family satisfaction (Lu, Gilmour, Kao & Huang, 2006). In other words, even though research has usually examined the effects of work-to-family and family-to-work conflict on within-domain satisfaction and well-being, both were predicted to be negatively related to the indicators of well-being and satisfaction in the major realms of life (Aryee et al., 1999; Aycan & Eskin, 2005; Burke & Greenglass, 1999). In keeping with a growing body of research on the consequences of work-family conflict, the main concern of this study is on the crossover effects of an individual's work-family conflict on the psychological well-being of the partner, while controlling for the partner's own work-to-family and family-to-work conflict. The reason for considering partner's own stressors, namely work-family conflict, as control variable is that these stressors as well as his/her partner's stressors may also influence individual's own psychological well-being. Therefore, they have to be controlled for in order to elicit the unique effects of individuals' work-family conflict on their partners' well-being.

2.3.1 Life Satisfaction and Marital Satisfaction

Work-family conflict has been associated with negative outcomes, especially ‘in terms of satisfaction in major realms an individual’s life’ (Aryee et al., 1999, p. 263). Since work-family conflict corresponds to a lack of fit between work and family roles, it becomes a stressor negatively affecting all aspects of individuals’ lives. Consistent with this argument, work-family conflict has been associated with low levels of life satisfaction (Adams, King & King, 1996; Aryee et al., 1992; Aycan & Eskin; 2005; Bedeian, Burke & Moffett, 1988; Higgins & Duxbury, 1992, 1999; Perrewe, Hochwarter & Kiewitz, 1999;), depression (Frone, Russell, Barnes, 1996; Frone, Russell & Cooper, 1997), as well as heightened psychological strain and distress (Burke & Greenglass, 1999; Grant-Vallone & Donaldson, 2001; Kinnunen & Mauno, 1998; Mikkelsen & Burke; 2004; O’Driscoll, Brough & Kalliath, 2004). The undesirable outcomes become more severe when the couples have child-care responsibilities (Parasuraman et al., 1992). The relationship between work-family conflict and life satisfaction can be explained through the undermining role of interrole conflict regarding individuals’ sense of self-efficacy and mastery over their life (Frone et al, 1992). Those individuals experiencing conflict may feel insufficient because of not being able to deal with the multiple roles in their life efficiently.

Another well-documented consequence of work-family conflict included in this study is decreased marital satisfaction. Considerable research evidence demonstrates that individuals who experience work-family conflict tend to have unsatisfactory marital relationship (e.g. Matthews, Conger & Wickrama, 1996). A working individual who is exhausted and stressful due to heavy work conditions may feel distress because of not being able to meet the demands of work and family domains. Based on this, they may also feel

incompetent or insufficient in their marriage so that they withdraw themselves or react negatively to spousal interactions. Psychologically distressed individuals tend to be more negative in their marital relationships than those who are not psychologically distressed (Conger & Glen, 1994; Gottman, 1979). Matthews, Conger & Wickrama (1996) demonstrated that both husbands' and wives' work-family conflict was associated negatively with marital quality, warm marital interaction and positively with hostile marital interaction. Furthermore, the existing literature strongly supports the negative relationship between work-family conflict and marital satisfaction (Aycan & Eskin; 2005; Bedeian, Burke & Moffett, 1988; Chiu, 1998; Greenhaus & Parasuraman, 1986; Higgins, Duxbury & Irving, 1992).

As it is seen, to date, most of the studies have focused on the within-individual psychological of work-family conflict on psychological well-being. Less is understood, however, about the crossover effect of one's own work-family conflict on the partner's psychological well-being. The exceptions are the studies by Parasuraman et al. (1992) and recently by Hammer, Cullen, Neal, Sinclair and Shafiro (2005). Parasuraman et al. (1992) investigated the crossover effects of family stressors, work stressors and work-family conflict experienced by one partner on family satisfaction of her or his spouse. The findings suggested that only family stressors experienced by women were negatively correlated with their husbands' family satisfaction. The study by Hammer et al. (2005) demonstrated that only husbands' work-to-family conflict was a significant predictor of depressive symptoms of wives.

Based on these findings and the review of previous research on the within-individual consequences of conflict, it is proposed that one's own work-to-family conflict and family-to-work conflict will influence the life and marital satisfaction of his or her spouse. According to

the Systems Theory by Bronfenbrenner (1977), individuals are delineated in relation to their family, work and work-family lives together. The theory suggests that an individual's behavior can be best understood by considering the behavior of other family members. For example, an individual whose partner experiencing high levels of work-to-family conflict may feel exhausted about their marriage, because his or her partner may have to work longer hours due to work overloads and heavy work conditions. As a result this conflictual situation extracts from the time spent together in the family domain. Similarly, an overtime working partner experiencing high levels of work-to-family conflict may not be able to adequately fulfill duties related to family domain such as marital companionship, which in turn results in marital dissatisfaction for both partners. On the other hand, family responsibilities preventing individuals from adequately fulfilling work related tasks results in psychological distress, withdrawal, anger, and hostility (e.g., MacEwen & Barling, 1994). Those psychologically distressed individuals are more likely to display fewer supportive behaviors in their interactions with others. Keith and Schafer (1980) found that working women feel that other family members would not be able to perform family domain tasks such as household chores. Therefore, they undertake most of the family responsibilities like childcare and domestic tasks which extract the time and energy spent for work. Rather than neglecting family or not handling family domain tasks, they may allow their family life to interfere with their work responsibilities. When confronted with family-to-work conflict, those psychologically distressed and withdrawn individuals may blame their partners because of not lending assistance with household chores. Spouse would be the scapegoat whom they can get even with because of not helping with family responsibilities. Blaming the partner for not helping in completing household chores or childcare may be the underlying reason for a passive aggression toward the spouse. This prevailed passive aggression towards the partner or lack of supportive behaviors in family atmosphere triggers dissatisfaction of the individuals with their

marriage. Therefore, the probable outcome for the corresponding spouse would be dissatisfaction with their marriage.

As explained in the crossover section, direct crossover mechanism suggests that stress experienced by one partner may result in an empathetic reaction in the other partner facilitating the transmission of experiences when the sense of balance is violated (Westman & Vinokur, 1998). With respect to life satisfaction, work-to-family conflict of one partner may crossover via empathetic reaction of the other by affecting his or her life satisfaction. An individual whose work life impeding family responsibilities may be exhausted because of heavy work conditions, and as indicated earlier, this situation can result in psychological distress and negative interaction in the family domain (Conger & Glen, 1994; Gottman, 1979). Based on this, a psychologically distressed partner may affect individual's life by creating an empathetic reaction. Furthermore, another explanation for the crossover effect of work-to-family conflict on life satisfaction would be related to the individual's inability to intervene his or her partner's heavy work conditions that impede family life.

An individual whose partner is experiencing family-to-work conflict may blame herself/himself because of not being able to share responsibilities or help her/his partner in balancing work and family roles. They may interrogate their self-efficacy and mastery in handling multiple roles when their partners' family responsibilities invade their work life. In other words, those individuals whose spouses' experience family-to-work conflict may be less satisfied with their life due to feelings of incompetence and insufficiency in dealing with childcare and household chores (Frone et al, 1992). They also feel that if they would be able to handle those responsibilities in the home domain, their partners would not confront with conflicting demands of work and family life. Specifically;

Hypothesis 2a: An individual's work-to-family conflict will be negatively related to the life satisfaction of his or her spouse.

Hypothesis 2b: An individual's work-to-family conflict will be negatively related to the marital satisfaction of his or her spouse.

Hypothesis 3a: An individual's family-to-work conflict will be negatively related to the life satisfaction of his or her spouse.

Hypothesis 3b: An individual's family-to-work conflict will be negatively related to the marital satisfaction of his or her spouse.

2.3.2 Employment Related Guilt

Among the outcomes of work-family conflict employment-related guilt refers to the feelings of guilt resulting from being employed and not being able to meet familial demands as a parent and spouse (Aycan & Eskin, 2005; Simon, 1995). As the findings of a qualitative study by Simon (1995) indicated, employed individuals, especially women reported feeling guilty about not efficiently dealing with multiple demands of work and family. In the same study, none of the men indicated that they felt confused or guilty, because they thought that combining work and family roles was natural and it was already their responsibility to do so. Furthermore, Aycan and Eskin (2005) found that women felt greater employment-related guilt than did men. This normative perception of men points out to the traditional gender roles for men and women (e.g., Jones, & Fletcher, 1993).

The feeling of guilt due to employment is aggravated when the couples have young children. Women feel that they can spend the time with their children and show more concern for their husbands instead of working (Napholz, 2000). Working outside the family domain and the perception of neglecting children and the spouse seem to be the most important sources of guilt. Furthermore, drawing from Staines' (1980) Fixed-Sum-of-Scarce Resources Theory, women may feel guilty about their parental role performance because of being employed. In accordance with Staines' theory and the past research (Aycan & Eskin, 2005; Napholz, 2000; Simon, 1995), higher levels of work-family conflict is associated with feelings of employment-related guilt.

The present study will examine the crossover effect of one partner's work-family conflict on the other's feelings of employment-related guilt. Since it was revealed that men do not necessarily feel guilty or confused about balancing their work and family responsibilities, employment-related guilt will not be used as a psychological well-being indicator for men (Simon, 1995). It is expected that if one's husband experiences high level of work-to-family and family-to-work conflict, woman would feel guilty for being employed, but not vice versa. As suggested in the literature (Bernard, 1981; Simon, 1995), the underlying mechanism for this uni-directional relationship can be explained through the women's family roles associated with nurturance and domestic support, and men's family roles associated with economical support to the family. In this context, men are perceived to be breadwinners and women are perceived to be homemakers who have to take care of home-related responsibilities along with their own work responsibilities. Therefore, women may feel that if she had not been employed and taken care of children and household tasks, her husband would not have experienced any forms of work-family conflict due to conflicting demands of work and home domains.

As stated by Simon (1995), the majority of women accepted that they might not be able to fulfill their responsibilities in the family domain such as household chores, childcare, and nurturance for their husbands because of employment. Specifically, as the interference of family responsibilities with work domain increases for men, women may feel that they would spend the time by doing the housework, showing concern for their children and partners instead of working, so that their husbands would deal with the family responsibilities impeding the work life with ease and they would not experience family-to-work conflict (Napholz, 2000). In other words, a self-blaming approach accepted by women results in employment related guilt. Furthermore, work-to-family conflict of husband is expected to be positively related to the employment related guilt of the spouse. When the men's work responsibilities impede their performance in the family domain, women may feel that they would handle the family responsibilities and compensate for their partners' inability to fulfill home related tasks if they were not employed. In other words, women may think they would have undertaken their partners' responsibilities in the home domain if they had not been working, so that men wouldn't have felt incompetent regarding the fulfillment of family responsibilities because of high work overload. Therefore, it is proposed that:

Hypothesis 4a: Work-to-family conflict of men will be positively related to their spouses' feelings of employment-related guilt.

Hypothesis 4b: Family-to-work conflict of men will be positively related to their spouses' feelings of employment-related guilt.

2.4 The Mediated Model

As indicated earlier, work-to-family conflict occurs when the requirements and responsibilities of work domain impede performance in family domain, whereas family-to-work conflict occurs when the demands of family life impede performance in the work domain (Netemeyer, Boles, & McMurrian, 1996; Mesmer-Magnus, & Viswesvaran, 2005). It's well-documented that work-to-family conflict and family-to-work conflict mediates the relationship between work-related antecedents and negative consequences (e.g., Adams, King, & King, 1996; Aryee, Luk, Leung & Lo, 1999; Frone, Russell & Cooper, 1992; Frone, Yardley & Markel, 1997; Lu, Gilmour, Kao & Huang, 2006). Even though those studies provided evidence for the mediating role of work-family conflict, almost none has examined the conflict as a mediator between work overload in work domain and the psychological well-being of the spouse. In line with the study conducted by Aryee et al. (1999), the present study suggests that an employed man or woman with high levels of work overload will not be able to deal with juggling roles, and experience work-to-family and family-to-work conflict. This experience of conflict is expected to affect the well-being of the spouse by decreasing his or her life satisfaction, marital satisfaction, and increasing the feelings of employment-related guilt only for women. In other words, an individual's work overload will negatively affect his or her partner's well-being through the mediating role of work-to-family and family-to-role conflict.

Hypothesis 5a: An individual's own work-to-family conflict will mediate the relationship between his/her own work overload and psychological well-being (i.e., life satisfaction, marital satisfaction, employment-related guilt) of his/her spouse.

Hypothesis 5b: An individual's own family-to-work conflict will mediate the relationship between his/her own work overload and psychological well-being (i.e., life satisfaction, marital satisfaction, employment-related guilt) of his/her spouse.

2.5 The Moderators between Work Overload and Work-Family Conflict

In this section the literature on support mechanisms which would buffer the negative consequences of occupation with overly taxing roles will be reviewed. Social support is an “interpersonal transaction that involves emotional concern, instrumental aid, information or appraisal” (Carlson & Perrewe, 1999, p. 514). These interpersonal support mechanisms are found to lessen the effects of stressors on the well-being of individuals and experiences of conflict (e.g., Aryee, Luk, Leung, & Lo, 1999). Individuals who are involved in multiple roles experience work-family conflict especially when they lack resources, such as time and energy. Scarcity Theory (Goode, 1960) contends that the amount of energy is limited and when the individuals put their energy toward one role or domain, their energy becomes unavailable for the other domain. Therefore, when the individual does not have enough resources to deal with multiple roles, support from spouse, organization or superior appears as a lending hand.

2.5.1 Managerial Support

Social support may come from work or non-work related sources. Work-related social support includes organizational family-friendly policies, supervisor and peer support which are directly related to positive and less stressful work environment (Carlson & Perrewe, 1999). Ganster, Fusilier, and Mayer (1986) contended that supervisor or managerial support

was the most important source of work-related support in attenuating stress and strains, such as work-family conflict (Aycan & Eskin, 2005; Fox & Dwyer, 1999; Thomas & Ganster, 1995) and role overload (Thompson, Kirk & Brown, 2005). Luk & Shaffer (2005) differentiated support resources in work domain as being instrumental and emotional. Work-related instrumental support corresponds to the ways of suggestions or tangible assistance for completing tasks in workplace, whereas emotional support refers to the efforts by supervisors or peers to create a positive work environment by caring and listening (Adams, King & King, 1996; Beehr & McGrath, 1992; Frone et al., 1997; Luk & Shaffer, 2005). Even though Luk and Shaffer (2005) could not find significant direct relationship between the two forms of work-based support and work-family conflict, Frone, Yardley and Markel (1997) reported that work-related support reduced work-to-family conflict, whereas family-related support reduced family-to-work conflict. Individuals who have high work overload may experience lower levels of work-family conflict when they receive help from their organizations and managers, such as tangible assistance for completing tasks in workplace or providing flexible hours (Aryee et al, 1992). Furthermore, a supportive manager can provide assistance and suggest solutions for employees to balance their work and family lives, or can be empathic towards the employees who experience stress and conflict. It is clear that support from work domain, such as supervisor, co-worker or organization itself, reduces especially the effects of work-related stressors (e.g., O'Driscoll, Poelmans, Spector, Kalliath, Allen, Cooper & Sanchez, 2003; Wallace, 2005). Specifically, it is proposed that:

Hypothesis 6a: Managerial support will moderate the relationship between work overload and work-to-family conflict in such a way that the relationship between work overload and work-to-family conflict will be stronger for those individuals who do not receive managerial support than those who do receive it.

2.5.2 Spousal Support

Non-work related sources of support are spousal support, or family support from other members of the family and support of a domestic helper for childcare and household chores. Among these social support mechanisms within the family domain, spousal support which is examined in the present study, has received greater attention than any of the others in the work-family conflict studies (e.g., Matsui, Oshawa, & Onglatco, 1995). Spousal support can be in the form of either emotional support or instrumental support (Adams, King and King, 1996). Emotional spousal support refers to the empathetic reaction, understanding and concern for the partner, whereas instrumental spousal support refers to the help to family-related responsibilities, such as childcare and household tasks. The literature provides strong evidence for the buffering effects of support from spouse, both emotional and instrumental. For instance, higher levels of spousal support is related to lower levels of work-family conflict experienced by working individuals (Aryee, et al, 1999; Aycan & Eskin, 2005; Burke & Greenglass, 1999; Westman & Etzion, 2005), and lower levels of depression (e.g., Wallace, 2005).

It is important to note that little research has focused on the within-domain effects of support. However, among these limited number of studies, there is a growing consensus that social support coming from the sources within domain is more effective in reducing the effects of domain-specific stressors. As has been demonstrated by Aycan and Eskin (2005), both emotional and instrumental spousal support was negatively associated with family-to-work conflict, whereas organizational support (e.g. supervisor support, family-friendly policies) was strongly and negatively related to work-to-family conflict. Moreover, in their study investigating the moderating effect of spousal support, Aryee et al. (1999) and Matsui,

Oshawa and Onglatco (1995) also found that spousal support was negatively related to family-to-work conflict. With respect to organizational level, regardless of gender, employees perceiving family-friendly policies were less prone to the negative effects of work time commitment on the levels of work-family conflict (Luk & Shaffer, 2005).

In recognizing the effectiveness and the strong evidence about the moderating role of within-domain support, it is proposed that:

Hypothesis 6b: Spousal support will moderate the relationship between work overload and family-to-work conflict in such a way that the relationship between work overload and family-to-work conflict will be stronger for those individuals who do not receive support from their spouses than those who do receive it.

2.6 The Moderator between Work-Family Conflict and Psychological Well-Being:

Problem Solving Behavior

Research has paid attention to the difficulty that dual-earner couples have in meeting the conflicting demands of work and family roles, while little attention has been paid to problem solving behavior as a way of coping used for handling the juggling roles. Pressures from the conflicting demands of work and family domains generally result in detrimental effects for both individuals and organizations. Therefore, it requires a special attention to investigate possible coping mechanisms that can reduce the amount of work-family conflict, because they can also indirectly reduce its negative outcomes. Mitchell, Cronkite, and Moos (1983) defined coping behaviors as “the cognitions and behaviors that people use to modify adverse aspects of their environment as well as to minimize the potential threat arising from

such aspects” (p. 435). Previous studies have provided empirical support for the alleviating role of two types of coping styles, identified by Lazarus and his colleagues (Folkman, 1984; Folkman & Lazarus, 1980): problem-focused and emotion-focused coping.

Problem-focused coping style refers to the behaviors targeted at defining problems, finding solutions by considering the associated costs and benefits when met with stressful situations (Lapierre & Allen, 2006). On the other hand, emotion-focused coping refers to the attempts to reduce emotional stress through avoiding or distancing rather than generating alternative solutions and eliminating the stress (Aryee et al, 1999). The literature suggests that coping behaviors may buffer the effects of stressors and overloads on the well-being of individuals. Aryee et al. (1999) found consistent results supporting the buffering hypothesis. Both types of coping behaviors were found to be positively related to job and family satisfaction, whereas only emotion-focused coping were related to life satisfaction (Aryee et al., 1999). Regarding the buffering effects, it was revealed that emotion-focused coping moderated the relationship between family-to-work conflict and job satisfaction, meaning that use of emotion-focused coping weakened the effects of family-to-work conflict on job satisfaction. This kind of coping was suggested to be able to lower one’s expectations about the work so that extent of job satisfaction was maximized. In addition to this, the findings reported by Matsui, Oshawa, and Onglatco (1995) points out the buffering effects of family role definition as a coping behavior on the relationship between family-to-work conflict and life satisfaction.

Despite the fact that emotion-focused coping provides an emotional balance in the stressful situations, in the long run problem-focused coping style has been related to positive psychological consequences (Mithcell, Cronkite, & Moos, 1983), because an emotional

approach may not provide permanent solutions to the existing situation. According to the Conservation of Resources Theory (Hobfoll, 1989), individuals have valued resources, such as personal characteristics, time and energy, and they feel ability to achieve higher levels of success in their lives as long as they preserve these resources. In that sense, work-family conflict has been suggested to be a situation in which resources such as time and energy are expanded while trying to participate in both work and family roles (Lapierre & Allen, 2006; Mikkelsen & Burke, 2004). Therefore, individuals who use coping strategies, especially problem-focused coping, were found to be able to prevent resource loss by investing some of their time and energy, and manage work-family conflict more successfully (Lapierre & Allen, 2006).

While previous research has enhanced our understanding about the role of coping behaviors, especially problem solving behavior of the individuals, little is known about the moderating role of these behaviors in the crossover process between the work-family conflict of one partner and the psychological well-being of the other. As has been demonstrated by many studies, coping strategies employed by individuals affect their partner's well being (Beehr, Johnson & Nieva, 1995), and levels of depression (Monnier & Hobfoll, 1997). In other words, individuals, whose partners use especially problem-focused coping behaviors, experienced less stress and more satisfaction (e.g., Beehr, Johnson & Nieva, 1995). A spouse employing problem solving behaviors as a way of coping can serve as a buffer by sustaining the marriage through elimination of negative consequences of stress. Consequently, it is reasonable to suggest that problem-focused coping or problem solving behavior employed by an individual may attenuate the effects of his or her partner's work-family conflict on the individual's own well-being. For instance, a woman whose husband is experiencing high levels of work-family conflict may not be satisfied with their marriage, because they may not

be able to spend time together as a consequence of her husband's inability to meet the demands of work and family roles. However, having a problem-focused coping style may enable that woman to find alternative solutions for spending the limited time they have at home efficiently.

Consistent with the past research which has especially emphasized the attenuating role of problem-focused behaviors over the long term (Mithcell, Cronkite & Moos, 1983), it is proposed that:

Hypothesis 7a: The relationship between the levels of work-to-family conflict experienced by an individual and the psychological well-being (i.e., life satisfaction, marital satisfaction, employment-related guilt) of his or her spouse will be moderated by the problem solving behavior of the spouse. In other words, when faced with work-to-family conflict of the spouse, the individual will experience better psychological well-being, if he/she displays problem solving behaviors.

Hypothesis 7b: The relationship between the levels of family-to-work conflict experienced by an individual and psychological well-being (i.e., life satisfaction, marital satisfaction, employment-related guilt) of his or her spouse will be moderated by the problem-solving behavior of the spouse. In other words, when faced with family-to-work conflict of the spouse, the individual will experience better psychological well-being, if he/she displays problem solving behaviors.

Chapter 3

METHOD

3.1 Participants and Procedures

The data were collected from a sample of 187 dual-earner couples with at least one child between the ages of 0 and 6 years. These sample characteristics facilitate the comparison of the results with previous work-family conflict research on crossover process that have been conducted mostly with dual-earner couples with children (e.g. Becker & Moen, 1999). The present study which uses married couples as the unit of analysis is the expansion of an already existing data set comprised of 134 matched dual-earner families working in the banking sector. In addition to the existing data set collected by Ayca and Eskin (2005), data from 53 dual-earner couples were obtained.

Participants for the second wave data were recruited through two methods. Firstly, authorized people from selected kindergartens and day nurseries were contacted and informed about the aim of the study. The contacted people were requested to forward the paper-based surveys in envelopes to the dual-earner parents of children between the ages of 0 and 6 years. Each envelop that was forwarded to the families included one questionnaire for the mother, one questionnaire for the father, and also two small return envelopes. Those parents were requested to put the completed surveys to the small envelopes so that couples did not see each others' responses. Furthermore, same number was given to the questionnaires that were given to the couples in order to enable matching. It was ensured that respondents' identities were

kept confidential by the researcher. The participants were required to write nicknames instead of their names on the surveys for confidentiality. Secondly, data were collected by asking personal contacts with appropriate qualifications to fill out questionnaire.

In order to increase the response rate, two incentives were offered to the participants. First, personal reports including their survey results obtained from nine scales in the questionnaire were sent to the participants separately. The reports included their scores on work overload, work-family conflict, work-to-family conflict, family-to-work conflict, managerial and spousal support, life satisfaction, marital satisfaction and problem solving behavior scales and the group's average score on these scales. In addition to this personalized report, the book called "Hayat Dengesi: İş, Aile ve Özel Hayatı Dengeleme Sanatı" by Aycan, Eskin and Yavuz (2007) were given as a gift to the participants who completed the questionnaires.

Authorized people from four kindergartens agreed to forward the questionnaires to the dual-earner parents of attending children. Those kindergartens were selected from three different regions (Sarıyer, Tarabya, and Ataşehir) in İstanbul with the help of personal contacts. Among 270 matched questionnaires distributed; only 29 matched and 7 single questionnaires were returned from kindergartens. The response rate was 11% in this phase, but two matched questionnaires were eliminated because of extensive missing data. In addition to the data collected from day nurseries, 26 matched data from personal contacts were collected with a 100% response rate. After the elimination of those questionnaires with the extensive missing data, data in the new wave were obtained from a total of 53 matched dual-earner couples.

Table 3.1 represents the demographic characteristics of the total sample. Mean age of respondents was 34.23 years ($SD= 4.72$). Most of the participants held a university degree (63.27 %). Even though these demographics were from matched couples, the average number of children changed between the couples in the same family due to second marriages. While only a small percentage of couples, namely 4.01 % had three children, 62.30 % of the participants had one child, and 33.69 % of the parents had two children. In other words, most of the participants had one child.

With respect to the work-related demographics, the average tenure corresponding to the total work experience was 126.42 months for women ($SD= 51.1$) and 169.88 months for men ($SD=65.14$). Even though most of the participants worked full-time (96.77 %), there was a difference between men and women with respect to the hours spent at work in a day. The mean of hours spent at work in a week is 44.88 for women ($SD=8.2$), and 50.52 for men ($SD=11.62$). The demographics on the control over job (having flexibility to arrange working hours) revealed that women had less control over their job, whereas 25 % percent of men had control over their job. This high percentage for men actually resulted from participants' having their own job or being self-employed.

Table 3.1

Demographic Characteristics of 187 Dual-Career Families with Child(ren) between the ages of 0 and 6 years.

		Mother	Father	Total Sample
Age				
	<u>M</u>	32.56	35.9	34.23
	<u>SD</u>	4.25	4.58	4.72
Education (%)				
	Less than High School	5.35	3.77	4.55
	High School	19.79	24.2	21.98
	University	66.84	59.68	63.27
	Master	4.28	7.53	5.90
	Doctorate	3.74	4.84	4.29
Tenure (months)				
	<u>M</u>	126.42	169.88	148.21
	<u>SD</u>	51.1	65.14	62.40
Work schedule (%)				
	Part-time	4.86	1.61	3.23
	Full-time	95.14	98.39	96.77
Hours spent at work in a week				
	<u>M</u>	44.88	50.52	47.72
	<u>SD</u>	8.2	11.62	10.44
Control over job (%)				
	Yes	9.73	25.13	17.47
	No	90.27	74.87	82.53
Number of children (%)				
	1	63.1	61.5	62.30
	2	33.16	34.22	33.69
	3	3.74	4.28	4.01

3.2 Measurement

The research instrument in the present study was a self-administered questionnaire composed of eight scales measuring work overload, spousal support (emotional and instrumental support), managerial support, work-family conflict (both work-to-family conflict and family-to-work conflict), coping behavior (problem-focused and emotion-focused coping), life satisfaction, marital satisfaction, and employment-related guilt (see Appendix 1). All measures used in the present study were used by Aycan and Eskin (2005). The objective of the study and the instructions about how to forward the completed questionnaires were enclosed with the envelopes. Participated couples were also informed about the confidentiality of the information they provided.

Table 3.2 demonstrates the measures used in the present study. All measures had already been used in the Turkish context and provided high Cronbach's alphas estimating the reliability of the scales (Aycan & Eskin, 2005). As depicted in Table 3.2, all of the scales used in the present study revealed reliabilities above $\alpha = .80$. Regarding work-family conflict, internal consistencies were provided for both work-to-family and family-to-work conflict separately and work-family conflict as a construct itself.

Table 3.2

Descriptive statistics and internal consistencies of all study measures

	Number of items	Scale Max.	M	SD	Cronbach Alpha
1. Work Overload	11	5	2.62	0.7	0.86
2. Spousal Support	19	5	3.66	0.61	0.89
3. Managerial Support	10	5	3.38	0.77	0.86
4. Work-Family Conflict	10	5	2.45	0.78	0.86
5. Work-to-Family Conflict	5	5	2.92	1.06	0.90
6. Family-to-Work Conflict	5	5	1.99	0.87	0.87
7. Problem Solving	17	6	4.56	0.66	0.85
8. Life Satisfaction	6	5	3.39	0.7	0.86
9. Marital Satisfaction	23	5	3.79	0.5	0.89
10. Employment-Related Guilt	9	5	2.54	0.76	0.87

Work overload. The 11-item scale developed by Peterson et al. (1995) was used to measure work overload. Participants indicated their level of agreement by using a 5-point Likert scale (*1 = strongly disagree; 5 = strongly agree*) (See Appendix 1). Higher scores indicated high levels of workload in the workplace. Sample items included “My workload is too heavy” and “I feel overburdened in my role.” While the Cronbach alphas were reported to range between .62 and .89 in 21 countries (Peterson et al, 1995), the internal consistency of the scale in the present study was $\alpha = 0.86$.

Spousal support. The 43-item Family Support Inventory by King, Mattimore, King and Adams (1995) was utilized. A 5-point Likert response scale was used, ranging from 1 (*strongly disagree*) to 5 (*strongly agree*) (See Appendix 1). The 29-item measured emotional sustenance provided by the spouse, such as listening, approaching with empathy, providing

positive environment, understanding and giving advice (e.g., “I usually share the problems I experience in the workplace with my partner”). Remaining 15-item measured the instrumental sustenance by the spouse aimed at easing the partner’s burden, such as sharing household chores (e.g., “My partner helps me with the household chores”).

Since a 43-items scale was too long for respondents to answer, a factor analysis was conducted and item-total correlations were examined with the first wave data in order to see whether the scale could be shortened. The sample in the first wave was composed of 463 respondents before matching participant couples. Principle component factor analysis with Varimax rotation revealed that the items of spousal support loaded on eight factors (See Appendix 2a). It was revealed that the first factor included twelve items of instrumental support and the second factor included seven items of emotional support received from the spouse. Moreover, the scree plot of spousal support items demonstrated that the first two factors had the highest eigen values. When those nineteen items were extracted to two factors, a clear factor structure was obtained with items loaded on two factors explaining 54.2 % of the total variance (See Appendix 2b). Therefore, nineteen items were retained to measure spousal support in collecting second wave data.

With the overall data of the present study (N=374 individuals), nineteen items of spousal support were loaded on two factors explaining 63 % of the total variance (Appendix 2c). Therefore, the emergent factor structure exactly replicated the theoretical structure. The first factor included the items of instrumental support received from the partner and the second factor consisted of items of emotional support. The reliability of the spousal support scale including 19 items was $\alpha = .89$ in the present study. Additionally, the reliability of the

subscale composed of 7 emotional support items was $\alpha = .90$ and it was $\alpha = .89$ for the subscale composed of 12 instrumental support items.

Managerial/supervisor support. To assess managerial support, the 10-item scale developed by Galinsky, Bond, and Friedman (1996) was used. Participants responded by using a 5-point Likert response scale ($1 = \text{almost never}$; $5 = \text{almost always}$) (See Appendix 1). Some of the items measured the tolerance, permissiveness, and empathic approach of the supervisors (e.g., “My supervisor listens my personal and family-related problems”), whereas some measured the degree of help by the supervisor in balancing work and family roles (e.g., “My supervisor allows to short telephone calls at the time my children returns from the school”). The reliability of the scale for the present sample was $\alpha = .86$.

Work-family conflict (WFC). Work-family conflict was assessed by using the 10-item scale developed by Netemeyer et al. (1996). A 5-point Likert scale was utilized, ranging from 1 (*strongly disagree*) to 5 (*strongly agree*) (See Appendix 1). Five of these items measured work-to-family conflict (e.g., “My work responsibilities disrupt my home and family life”) and five of them measured family-to-work conflict (e.g., “I cannot complete my job tasks due to my family responsibilities”). Higher scores indicated that individuals were experiencing high levels of work-family conflict. The Cronbach alphas were found to be .90 and .87 for work-to-family conflict and family-to-work conflict, respectively.

Problem Solving Behavior. The 35-item Problem Solving Inventory (PSI-A) by Heppner and Petersen (1982) was utilized to assess the problem-solving behavior of respondents (See Appendix 1). The inventory which was adapted to Turkish by Sahin, Sahin and Heppner (1993) was composed of items measuring impetuous approach, deliberative

approach, evasive approach, evaluative approach, self-sufficient approach and planned approach to the problems. A 6-point response scale was used, ranging from 1 (*always*) to 6 (*never*). High scores indicated usage of problem solving behavior.

The first strategy to shorten the scale composed of 35 items was to focus on behavioral rather than attitudinal components of problem solving which were deliberative, evaluative, impetuous and evasive. The sample in the first wave data composed of 463 respondents was used in the factor analysis. The factor analysis of 21 items measuring these four dimensions yielded five factors rather than expected four factors explaining 56 % of the total variance (See Appendix 2d). The first factor represented deliberative approach towards problem solving and included all five items. The second factor included all four items of the evasive approach and two items from impetuous approach. Five items of the impetuous approach were loaded on the third factor and the remaining two items of this dimension were loaded on the fourth factor. Finally, fifth factor represented evaluative approach and included all three items.

When the problematic factor structure of the impetuous approach was analyzed, it was revealed that two items that were loaded on evasive approach were negatively worded. These two items that were negatively worded under the evasive factor and the other two items that were loaded on a different factor were eliminated. Remaining five items were used in the second wave data collection to assess impetuous dimension of problem solving behavior. Therefore, a 17-item short version questionnaire measuring four dimensions of problem solving behavior was utilized in the present study. Further factor analyses with these 17 items revealed a clear factor structure with four factors explaining 56 % of the total variance (See Appendix 2e). The first factor included the items of deliberative approach ($\alpha = .79$). The

second factor represented impetuous approach ($\alpha = .74$), whereas all four items of evasive approach were loaded on the third factor ($\alpha = .71$). Finally, the fourth factor included all items of evaluative approach to problem solving ($\alpha = .64$). The internal consistency of the shortened scale in the present study was $\alpha = .85$.

Life satisfaction. The 6-item The Satisfaction with Life Scale (SWLS) developed by Diener, Emmons, Larsen, and Griffin (1985) was used to assess life satisfaction in the present study. Participants responded by using a 5-point Likert scale, ranging from 1 (*strongly disagree*) to 5 (*strongly agree*). A sample item measuring how the participants feel about their lives was “I am satisfied with my life” (See Appendix 1). Higher scores corresponded to higher life satisfaction. Cronbach’s alpha reliability of this scale was .86 for the present sample.

Marital satisfaction. Marital satisfaction was assessed by using 36-item Family Assessment Device developed by Gülerce (1996). A 5-point Likert scale was utilized, ranging from 1 (*strongly disagree*) to 5 (*strongly agree*). Items were designed to measure marital harmony between partners (e.g., “I can easily talk with my husband/wife about my weaknesses, fears and concerns”) (See Appendix 1). Higher scores indicated higher marital satisfaction. The original scale was composed of five dimensions assessing communication, association, management, competency and emotional context between couples. However, only items of three dimensions which were relevant to marital satisfaction among married couples were used in the present study. While those items between first and ninth measured communication between couples, those from tenth to eighteenth measured association. Finally emotional context was measured by the items between nineteenth and twenty third. Therefore, the shortened version of the scale was composed of 23 items.

Marital satisfaction items were factor analyzed and loaded on five factors explaining 55 % of the total variance (Appendix 2f). The emergent factor structure did not exactly replicate the theoretical structure. The first factor included items from communication, association and emotional context. The second factor included items from communication and emotional context. The third factor overall included the items of communication. Finally, two items of the association dimension were loaded on the fourth factor, and three remaining items of this dimension were loaded on the fifth factor. Even though 36-item Family Assessment Device developed by Gülerce (1996) revealed high reliabilities and high item-total correlations, its factor structure was problematic and inconsistent in the present study. Therefore a common strategy to cope with such a problem was to create a composite score using all items in order to conform to the common convention (Pillai et al., 1999, p. 910). Reliability of the scale including these 23 items was $\alpha = .89$.

Employment-related guilt. The 9-item scale developed by Aycan and Eskin (2005) was used to measure the levels of guilt related to employment. The response scale was a 5-point Likert scale, where 5 corresponded to *strong agreement* and 1 corresponded to *strong disagreement* (See Appendix 1). A sample item was “I feel guilty for not being able to spend as much time as I wish with my children.” Higher scores obtained in this scale meant higher levels of guilt. The internal consistency of the scale was $\alpha = .87$.

Demographics. Demographic variables used in the present study included age, tenure, education, number of children and the age of the youngest child. In the following section, correlations of demographics were analyzed in order to understand whether they need to be used as control variables.

Chapter 4

RESULTS

The main purpose of the present study was to examine the crossover effect of work-family conflict on psychological well-being of married couples. In order to test the proposed models for both husbands and wives, Structural Equation Modeling using AMOS 7.0 and moderated multiple regression analyses using SPSS 12 was conducted.

4.1 Descriptive Findings

Prior to hypothesis testing, descriptive statistics and zero-order correlations for both women and men were examined. Regarding the fact of the crossover effect, it is important to note that while testing wife to husband model, husbands' own work-to-family and family-to-work conflict were controlled for. Similarly, while testing husband to wife model, wives' own work-to-family and family-to-work conflict were controlled for.

Table 4.1 presents descriptive statistics and intercorrelations among the study variables and demographics. Correlations above the diagonal are for men, and those below the diagonal are for women. It was revealed that work-family conflict of individuals which were controlled for, were significantly correlated with psychological well-being variables. Among the demographic variables, age, tenure, education and age of the youngest child were positively and significantly correlated with problem solving behavior among women. Furthermore, as the education level of women increased, work overload decreased. The number of children was not significantly correlated with any of the study variables among women.

Table 4.1

Descriptive statistics and intercorrelations among the study variables.

		Men	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
		<u>M</u>	<u>SD</u>														
Women	M	SD															
1.Age	32.56	4.26															
2.Tenure	126.42	54.95	.74**														
3.Education	14.04	2.91	.24**	-.03													
4.Number of children	1.41	0.56	.48**	.41**	-.11												
5.Age of the youngest child	3.35	2.04	.37**	.29**	.05	.08											
6.WFC Overall	2.52	0.73	.03	.01	.04	.03	-.08										
7.W-to-FC	2.98	0.99	-.06	-.06	.04	-.06	-.06	.81**									
8.F-to-WC	2.05	0.87	.12	.10	.02	.12	-.06	.76**	.23**								
9.Work Overload	2.62	0.68	-.06	-.03	-.16*	-.05	.03	.35**	.39**	.13							
10.Life Satisfaction	3.47	0.71	-.01	-.01	-.01	.08	.02	-.34**	-.24**	-.30**	-.24**						
11.Marital Satisfaction	3.74	0.63	-.01	-.02	.06	-.06	.05	-.43**	-.24**	-.44**	-.07	.52**					
12.Employment Related Guilt	2.77	0.81	-.11	-.13	.00	-.13	-.10	.48**	.50**	.24**	.20**	-.22**	-.24**				
13.Spousal Support	3.49	0.63	-.03	-.07	.07	-.04	-.08	-.29**	-.13	-.35**	-.08	.39**	.61**	-.17*			
14.Managerial Support	3.24	0.76	.05	-.05	-.12	-.01	.08	-.30**	-.28**	-.18*	-.02	.11	.21**	-.20	.17*		
15.Problem Solving Behavior	4.48	0.65	.21**	.20**	.14*	.07	.20**	-.30**	-.19**	-.29**	-.01	.17*	.35**	-.12	.22**	.11	

Note: Correlations above the diagonal corresponds to within men (husbands) correlations, whereas those below the diagonal correspond to within women (wives) correlations.

** Correlation is significant at the 0.01 level (2-tailed).

* Correlation is significant at the 0.05 level (2-tailed).

Table 4.2

Mean differences for all study variables between men and women.

	Men		Women		<u>Df</u>	<u>t</u>
	<u>M</u>	<u>SD</u>	<u>M</u>	<u>SD</u>		
Work-Family Conflict	2.57	0.86	2.52	0.73	372	1.61
Work-to-Family Conflict	3.05	1.10	2.98	0.99	366	1.27
Family-to-Work Conflict	2.09	0.93	2.05	0.87	372	1.35
Work Overload	2.63	0.72	2.62	0.68	366	-0.19
Life Satisfaction	3.32	0.68	3.47	0.71	372	2.01*
Marital Satisfaction	3.79	0.48	3.74	0.63	372	0.21
Employment-Related Guilt	2.38	0.76	2.77	0.81	367	4.28**
Spousal Support Received	3.83	0.54	3.49	0.63	363	-5.68**
Managerial Support Received	3.49	0.75	3.24	0.76	348	-2.84**
Problem Solving Behavior	4.64	0.65	4.48	0.65	371	-2.30*

Note: ** Mean difference is significant at the 0.01 level ($p < .01$).

* Mean difference is significant at the 0.05 level ($p < .05$)

Table 4.3

Intercorrelations among study variables between husbands and wives.

	Work Overload Husband	Spousal Support Husband	Managerial Support Husband	WFC Overall Husband	W-to-FC Husband	F-to-WC Husband	Problem Solving Husband	Life Satisfaction Husband	Marital Satisfaction Husband	Employment Related Guilt Husband
1.Work Overload-Wife	.09	-.13	-.07	.02	-.06	.11	.01	-.10	-.15*	-.05
2.Spousal Support-Wife	-.09	.24**	.06	-.02	-.03	-.01	.14*	.14	.35**	-.02
3.Managerial Support-Wife	-.11	-.03	.24**	.00	-.03	.03	.13	.02	.07	-.04
4.WFC Overall-Wife	.12	-.25**	-.15*	.17*	.12	.18*	-.11	-.10	-.27**	.04
5.W-to-FC-Wife	.06	-.10	-.13	.05	.01	.08	-.08	-.06	-.19**	.10
6.F-to-WC-Wife	.14	-.31**	-.10	.23**	.19**	.21**	-.09	-.10	-.25**	-.05
7.Problem Solving-Wife	-.12	.15*	.10	-.07	-.09	-.03	.16*	.17*	.19**	-.08
8.Life Satisfaction-Wife	-.01	.23**	.00	-.11	-.01	-.18**	.18*	.21**	.27**	.13
9.Marital Satisfaction-Wife	-.18*	.14	.03	-.27**	-.27**	-.18**	.14*	.07	.20**	-.09
10.Employment Related Guilt-Wife	.16*	-.07	-.11	.34**	.30**	.28**	-.12	-.24**	-.03	.11

Note: ** Correlation is significant at the 0.01 level (2-tailed).

* Correlation is significant at the 0.05 level (2-tailed).

Even though employment-related guilt variable was not used in the wife-to-husband model, age was negatively correlated with employment related guilt in men. The correlations of demographic variables with the study variables also revealed that as the tenure of men in the present study increased, life satisfaction, spousal and managerial support decreased. Moreover, spousal and managerial support was not only negatively correlated with tenure, but they were also significantly correlated with the number of children among men. Finally, education of men was positively correlated with life and marital satisfaction, whereas it was negatively correlated with employment related guilt. Age of the youngest child which was expected to affect study variables especially work-family conflict, was not significantly correlated with any of the study variables. Since any of the demographic variables, except for work-family conflict of individuals, were not systematically correlated with the study variables, they were not controlled for in further analyses of the study.

4.2 Preliminary Analyses

In order to examine the differences between men and women in the present study, independent samples t-test was conducted for each variable. As seen in Table 4.1 displaying means and standard deviations and Table 4.2 revealing the results of independent groups t-test, men and women do not significantly differ in terms of work-family conflict, work-to-family conflict with, and family-to-work conflict with. Findings also revealed that both men and women scored moderate regarding the amount of work-family conflict resulting from the conflicting demands of work and family roles, whereas they both experienced low levels of family-to-work conflict.

With respect to the overload experienced in the workplace, participating men and women scored similarly. Even though married couples did not differ significantly in terms of

marital satisfaction, there was a significant effect for gender on employment-related guilt, with women feeling more guilt than men. The difference between men and women regarding life satisfaction was also found to be significant. Scores of participating couples on life satisfaction and marital satisfaction demonstrated in Table 4.2 also revealed that they had average level of satisfaction with their life and marriage.

Regarding support coming from work or non-work related sources, women seemed to receive less spousal support and less managerial support than men. Finally, the findings indicated that there was a significant difference between men and women in terms of problem solving behavior employed by them. Men scored higher than women in problem solving behavior targeted at defining problems and finding solutions by evaluating alternatives.

Since the overarching purpose of the present study was to understand the crossover process, it is also important to examine intercorrelations between couples presented in Table 4.3. When both Table 4.1 and Table 4.3 examined, within individual and between individual correlations seem to be in parallel with the proposed model for husbands and wives. With respect to within individual part of the model, as the work overload increased for both men and women, so did the level of work-family conflict. It seemed that the more work overload men and women had in their workplace, the more work-family conflict they experienced.

Regarding support mechanisms, both managerial support and spousal support were negatively correlated with the work-family conflict experienced by women. In line with the hypotheses, results showed that as spousal support received from the husband increased, the amount of family-to-work conflict decreased for women. On the other hand, neither managerial support nor spousal support received from wives was correlated with work-family conflict experienced by men.

Between individual zero order correlations provides an initial indication of the crossover effect between couples. Both work-to-family and family-to-work conflict experienced by husbands were positively correlated with the employment related guilt felt by wives. Specifically, women were more likely to feel guilt because of being employed, when their husbands experienced high levels of work-to-family and family-to-work conflict. Furthermore, as work-to-family conflict increased, satisfaction of the corresponding partner with their marriage decreased for both men and women. Similar findings were found for the correlations between family-to-work conflict of one spouse and the marital satisfaction of the other. The more family-to-work conflict husbands experienced, the less their spouses were satisfied with their life and marriage. On the other hand, as the interference of women's family responsibilities with work life increased, only the marital satisfaction of men decreased.

An interesting finding was that the more family-to-work conflict rather than work-to-family conflict husbands experienced, the less their spouses satisfied with their life. In other words, women felt less satisfaction with their life when their husbands experienced the interference of family demands with the work domain. On the other hand, as the interference of women's family responsibilities with work life increased, the marital satisfaction of men decreased. Work-to-family and family-to-work conflict experienced by women did not correlate with the life satisfaction of men. Finally, the results revealed that problem solving behavior of individuals was correlated positively with their life and marital satisfaction for both men and women. Problem solving behavior was not correlated with employment related guilt significantly either among men or women.

4.3 Model Testing

To test the hypotheses and the proposed model, Structural Equation Modeling (SEM) was performed using AMOS 7.0. As suggested by Bentler (1990), since it is likely to be influenced by the degrees of freedom, using only chi square index to test the null hypothesis is not enough to assess the goodness-of-fit. As suggested by Bentler (1990), a number of fit indices were used to evaluate the proposed model: (a) the chi-square statistics, (b) χ^2/df ratio (Q), (c) the goodness-of-fit index (GFI; Bollen, 1990), (d) the adjusted goodness-of-fit index (AGFI; Bollen, 1990), (e) The Tucker Lewis Index (TLI), (f) the comparative fit index (CFI), (g) root mean square residual (RMSEA).

The chi-square index should be insignificant to indicate that the proposed model fits the data. As indicated earlier, since the chi-square index is affected by the degrees of freedom, a χ^2/df ratio was used in order to evaluate goodness-of-fit independent of degrees of freedom. This ratio less than 2.0 is acceptable (Long, 1998). The GFI which is independent of the sample size can be described as “the relative amount of the variances and covariances in the sample matrix to the variances and covariances predicted by the model matrix” (Pillai, Schriesheim, & Williams, 1999, p. 912). In other words, GFI gives information about how much of the sum of squares of the measured covariances has been accounted for by the structural model (Medsker, Williams & Holahan, 1994). AGFI corresponds to the GFI that is adjusted for the degrees of freedom in line with the number of variables in the structural model (Pillai et al., 1999). McDonald and Marsh (1990) describes the Tucker Lewis Index (TLI) as an unbiased estimator of a quantity associates the parsimony ratio. CFI is directly based on the non-centrality measure and it eliminates the bias related to the small sample size

(Bentler, 1990). Finally, the RMSEA is obtained through the discrepancies between the model covariance matrix and the sample covariance matrix (Joreskog & Sorbom, 1989). Even though, the models with an RMSEA of .05 or less are accepted as well fitting, RMSEA of .10 or less is considered as indicator of an acceptable model fit. The value suggested as an indication of acceptable model is .90 or more regarding various model fit indices, such as GFI, AGFI, TLI and CFI (La Du & Tanaka, 1989).

All of the indices suggest that both of the proposed models for men and women provided a good fit to the data (See Table 4.4). With respect to the wife to husband model, the chi square (χ^2) was 12.1 and insignificant ($p = .09$). The χ^2/df ratio was lower than 2.0 for the present sample ($\chi^2/df = 1.73$); the GFI and AGFI were .98 and .93, respectively. TLI was .90, whereas CFI was .97. Finally, RMSEA of .06 for this model was indication of an acceptable model. When the husband to wife model was examined, it was seen that the chi square (χ^2) was insignificant with a value 16.6 ($p = .12$). The χ^2/df ratio was again lower than 2.0 indicating the existence of an acceptable model fit ($\chi^2/df = 1.51$). The GFI, AGFI, TLI and CFI were .98, .93, .92 and .97, respectively. Finally, RMSEA of .05 for the proposed model was the indication of a good model. The standardized and unstandardized regression estimates for the paths were presented in the Table 4.5 and Table 4.6.

Table 4.4

Model fit indices for wife to husband and husband to wife models

	Indices							
	χ^2	P	χ^2/df	GFI	AGFI	TLI	CFI	RMSEA
Values for the default model <i>Wife to husband model</i>	12.1	0.09	1.73	0.982	0.929	0.897	0.966	0.062
Values for the default model <i>Husband to wife model</i>	16.6	0.12	1.51	0.979	0.93	0.924	0.97	0.052

Table 4.5

Standardized and unstandardized regression weights-Wife to Husband Model

	Unstandardized		Standardized
	Estimates	S.E.	Estimates
Work overload.W → Family-to-work conflict.W	.19	.09	.15*
Work overload.W → Work-to-conflict.W	.57	.10	.39***
Family-to-work conflict.W → Life satisfaction.H	-.03	.06	-.04
Family-to-work conflict.W → Marital satisfaction.H	-.10	.04	-.18**
Work-to-family conflict.W → Marital satisfaction.H	-.06	.03	-.12
Work-to-family conflict.W → Life satisfaction.H	-.03	.05	-.04
Family-to-work conflict.H → Life satisfaction.H	-.10	.06	-.14
Work-to-family conflict.H → Marital satisfaction.H	.08	.03	.18**
Family-to-work conflict.H → Marital satisfaction.H	-.20	.04	-.39***
Work-to-family conflict.H → Life satisfaction.H	-.06	.05	-.10
Error of work overload.W → Error of F-to-WC.H	.09	.04	.14*
Error of F-to-WC.W → Error of W-to-FC.W	.15	.06	.20**
Error of F-to-WC.H → Error of W-to-FC.H	.43	.08	.43***
Error of Life satisfaction.H → Error of Marital satisfaction.H	.10	.02	.34***

Note: * $p < .05$, ** $p < .01$, *** $p < .001$

Table 4.6

Standardized and unstandardized regression weights-Husband to Wife Model

	Unstandardized		Standardized
	Estimates	S.E.	Estimates
Work overload.H → Family-to-work conflict.H	.19	.09	.15*
Work overload.H → Work-to-family conflict.H	.69	.10	.45***
Family-to-work conflict.H → Marital satisfaction.W	-.03	.05	-.04
Work-to-family conflict.H → Employment related guilt.W	.16	.05	.22**
Work-to-family conflict.H → Marital satisfaction.W	-.13	.04	-.22**
Family-to-work conflict.H → Employment related guilt.W	.14	.06	.16*
Family-to-work conflict.W → Life satisfaction.W	-.20	.06	-.24***
Family-to-work conflict.W → Marital satisfaction.W	-.16	.05	-.22**
Family-to-work conflict.W → Employment related guilt.W	.04	.06	.05
Work-to-family conflict.W → Employment related guilt.W	.19	.06	.23***
Family-to-work conflict.H → Life satisfaction.W	-.12	.06	-.16*
Work-to-family conflict.H → Life satisfaction.W	.07	.05	.10
Work-to-family conflict.W → Life satisfaction.W	-.13	.05	-.18**
Work-to-family conflict.W → Marital satisfaction.W	-.05	.05	-.08
Error of F-to-WC.H → Error of W-to-FC.H	.36	.06	.40***
Error of F-to-WC.W → Error of W-to-FC.W	.20	.07	.24**
Error of Life satisfaction.H → Error of Marital satisfaction.H	.12	.03	.31***

Note: * $p < .05$, ** $p < .01$, *** $p < .001$

It is important to note that error terms demonstrated in Table 4.5 and Table 4.6 correlated significantly. Furthermore, in wife to husband model, control variables, work-to-family and family-to-work conflict of men were significantly correlated with marital satisfaction. With respect to the husband to wife model, work-to-family conflict of women was associated with their life satisfaction and employment related guilt, whereas family-to-work conflict was associated with marital and life satisfaction. Hypothesis 1a suggested that work overload of both men and women would be positively associated with work-to-family

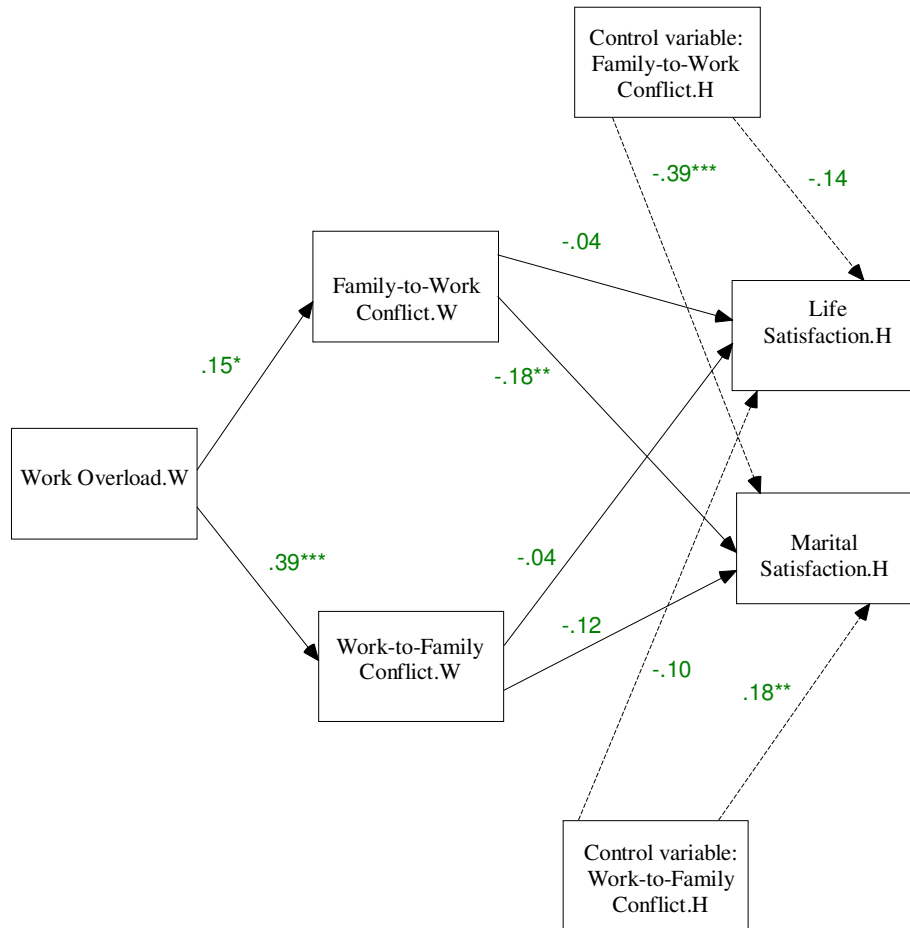
conflict. Data supported Hypothesis 1a for both husbands and wives. Similarly, Hypothesis 1b suggesting that work overload would be significantly related to family-to-work conflict was also supported both for men and women (Figure 2, Figure 3).

With respect to the crossover part of the model stressing the transmission of work-family conflict of one spouse to the psychological well-being of the other spouse, the results seemed to differ in wife to husband and husband to wife models. In the former, work-to-family conflict experienced by women was neither related to the life satisfaction nor marital satisfaction of men. When the crossover effect of family-to-work conflict was examined in the wife to husband model, the findings revealed that only the path going to the marital satisfaction of the husband was significant. In other words, data did not support Hypothesis 2a, 2b and 3a, while supported Hypothesis 3b in wife to husband model.

Even though Hypothesis 2a in the husband to wife model was not supported by the data, Hypothesis 2b was supported. In other words, work-to-family conflict of the husband was not negatively related to the life satisfaction of wife, whereas it was significantly and negatively related to the marital satisfaction of the wife. Regarding family-to-work conflict, the situation was the reverse. Men's family-to-work conflict was only related to the life satisfaction of their spouses, but not to the marital satisfaction of them. Therefore, while Hypothesis 3a supported, the data did not support Hypothesis 3b in this model. Finally, employment-related guilt of women was significantly related to work-to-family and family-to-work conflict experienced by men. Namely, the data supported Hypothesis 4a and Hypothesis 4b for husband to wife model.

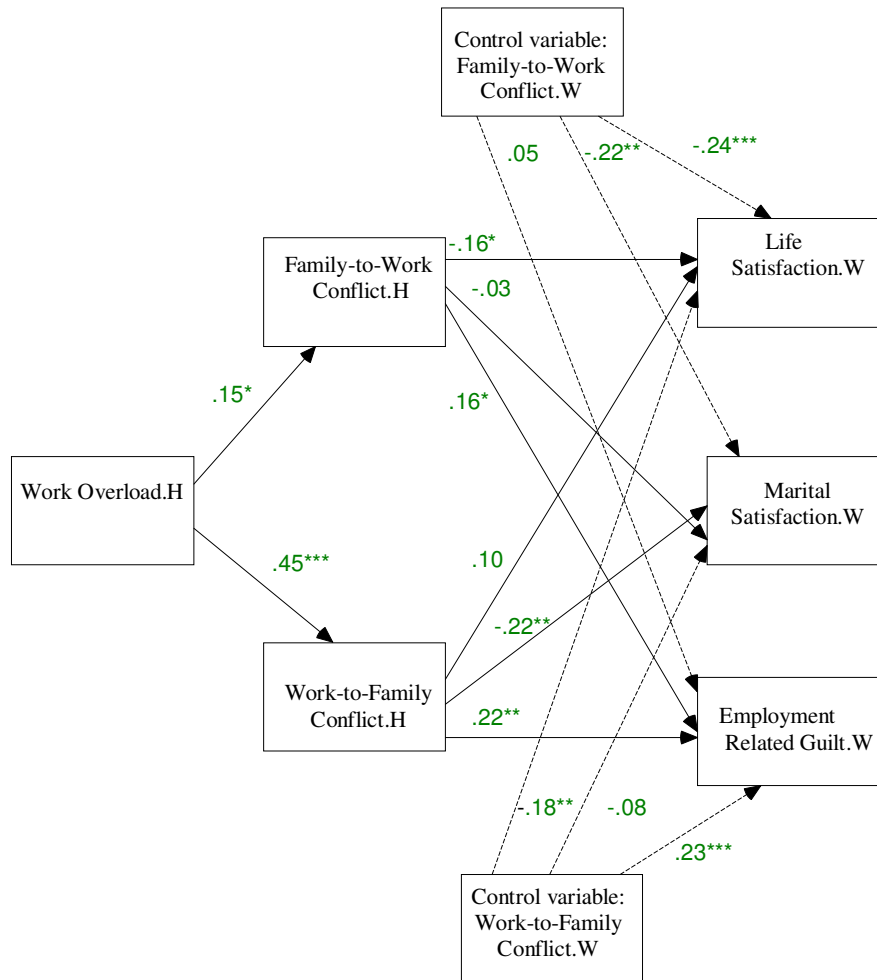
Hypotheses regarding the mediation of work-to-family and family-to-work conflict between work overload of individuals and psychological well-being of their spouses (i.e., life satisfaction, marital satisfaction, employment-related guilt) were partially supported in both models. Hypothesis 5a stated that women's work overload was related to psychological well-being of their spouses through a mediated pathway in which work overload leads to work-to-family conflict, which in turn, leads to psychological well-being of the corresponding spouses. The data did not support Hypothesis 5a in wife to husband model. However, it was partially supported by the data in husband to wife model. Even though work-to-family conflict mediated the relationship between work overload of men and marital satisfaction as well as employment-related guilt of women, it did not mediate the relationship between work overload and the life satisfaction of women.

Hypothesis 5b suggested that family-to-work conflict experienced by individuals mediated the relationship between their work overload and their spouses' psychological well-being. This hypothesis was partially supported in both models. Family-to-work conflict only mediated the relationship between work overload and marital satisfaction in wife to husband model, whereas the relationship between overload in work domain and partners' life satisfaction along with employment related guilt were mediated by family-to-work conflict experienced by men in husband to wife model.



Note: *** Standardized path coefficient is significant at the 0.001 level;
 ** Standardized path coefficient is significant at the 0.01 level;
 * Standardized path coefficient is significant at the 0.05 level.

Figure 2. The standardized estimates of the paths – Wife to husband model.



Note: *** Standardized path coefficient is significant at the 0.001 level;
 ** Standardized path coefficient is significant at the 0.01 level;
 * Standardized path coefficient is significant at the 0.05 level.

Figure 3. The standardized estimates of the paths – Husband to wife model.

4.4 Testing the Moderation

Baron and Kenny (1986, p.1174) defined a moderator as “a qualitative (e.g., sex, race, class) or quantitative (e.g., level of reward) variable that affects the direction and/or strength of the relation between an independent or predictor variable and a dependent or criterion variable.” With the aim of examining the moderating role of support mechanisms in within individual relationships and the moderating role of problem solving behavior in between individual relationships, several moderated multiple regression (MMR) analyses were carried out.

In order to test the moderation, first of all cross product terms that correspond to the interaction between the moderator and the predictor, are created by multiplying them (Frazier, Barron and Tix, 2004). After interaction terms are created, three steps are followed in moderated multiple regression analysis (Baron & Kenny, 1986; Cohen & Cohen, 1975). First, criterion variable is regressed on the predictor variable. Then criterion variable is regressed on the presumed moderator. Finally, the criterion variable is regressed on the interaction term. Moderation is evident if the cross-product (interaction term) causes a significant R^2 change at the final step. Significance of R^2 is evident if F change at the third step is significant. . Since the variables were continuous, predictor variables were centered (mean scores were subtracted from each individual scores so that the means of the new predictor variables became zero) to prevent multicollinearity problems related to continuous variables in MMR (Aguinis, 1995; O'Connor, 2006). Additionally, as suggested in the literature, predictor variables were centered before computing the interaction term (e.g., Cronbach, 1987).

Education, number of children and work time (part-time vs. full-time) were included in the present study as control variables, and they were entered in the first step while carrying

out the moderated multiple regression analyses. It is important to note that in the between individual part of the model, while testing the moderating role of problem solving behavior, those variables of the spouses who use problem solving behavior were controlled for. The results of the MMR analyses that examined the buffering effects of support mechanisms and the problem solving behavior were presented in the Table 4.7 and Table 4.8.

Table 4.7

Moderated multiple regression analysis testing the moderating effect of spousal support, managerial support and problem solving behavior-Wife to husband model.

Criterion: Family-to-Work Conflict-Wife	St. B	R²	F	R² change	F change
Step 1: Control Variables		.017	1.02		
Education	.09				
# of children	.11				
Worktime	-.07				
Step 2: Work Overload (IV)	.16*	.047	2.23 [†]	.031	5.78*
Step 3: Spousal Support (Moderator)	-.32***	.150	6.34***	.103	21.75***
Step 4: Work Overload x Spousal Support	.01	.150	5.25***	.000	.01
Criterion: Work-to-Family Conflict-Wife					
Step 1: Control Variables		.019	1.19		
Education	.09				
# of children	-.04				
Worktime	.04				
Step 2: Work Overload (IV)	.41***	.177	9.65***	.157	34.37***
Step 3: Managerial Support (Moderator)	-.25***	.240	11.33***	.064	15.02***
Step 4: Work Overload x Managerial Support	-.01	.241	9.40***	.000	.04
Criterion: Life Satisfaction-Husband					
Step 1: Control Variables		.060	3.85**		
Education	.18**				
# of children	.06				
Worktime	-.18**				
Step 2: Family-to-Work Conflict.W (IV)	-.07	.067	3.25**	.007	1.43
Step 3: Problem Solving.H (Moderator)	.28***	.143	5.98***	.076	15.84***
Step 4: F-to-WC.W x Problem Solving.H	.05	.146	5.06***	.002	.51

Note: [†] p < .10; * p < .05; ** p < .01; *** p < .001

Note: The impact of education of participants, the number of children they have and work time (whether working part-time of full-time) were controlled (N= 187).

Table 4.7

Moderated multiple regression analysis testing the moderating effect of spousal support, managerial support and problem solving behavior-Wife to husband model (cont'd)

Criterion: Marital Satisfaction-Husband	St. B	R²	F	R² change	F change
Step 1: Control Variables		.038	2.35 ^t		
Education	.13*				
# of children	-.05				
Worktime	.03				
Step 2: Family-to-Work Conflict.W (IV)	-.21**	.094	4.67***	.057	11.23***
Step 3: Problem Solving.H (Moderator)	.40***	.249	11.88***	.155	36.96***
Step 4: F-to-WC.W x Problem Solving.H	.06	.252	10.01***	.003	.76
Criterion: Life Satisfaction-Husband					
Step 1: Control Variables		.060	3.85**		
Education	.17*				
# of children	.04				
Worktime	-.18**				
Step 2: Work-to-Family Conflict.W (IV)	-.03	.064	3.05*	.004	.68
Step 3: Problem Solving.H (Moderator)	.29***	.140	5.85***	.077	16.04***
Step 4: W-to-FC.W x Problem Solving.H	-.11	.152	5.30***	.011	2.32
Criterion: Marital Satisfaction-Husband					
Step 1: Control Variables		.038	2.35 ^t		
Education	.13 ^t				
# of children	-.10				
Worktime	.01				
Step 2: Work-to-Family Conflict.W (IV)	-.17**	.077	3.77**	.040	7.76**
Step 3: Problem Solving.H (Moderator)	.40***	.235	10.98***	.157	36.82***
Step 4: W-to-FC.W x Problem Solving.H	.03	.235	9.14***	.001	.17

Note: ^tp < .10; * p < .05; ** p < .01; *** p < .001

Note: The impact of education of participants, the number of children they have and work time (whether working part-time or full-time) were controlled (N= 187).

Table 4.8

Moderated multiple regression analysis testing the moderating effect of spousal support, managerial support and problem solving behavior-Husband to wife model.

Criterion: Family-to-Work Conflict-Husband	St. B	R²	F	R² change	F change
Step 1: Control Variables		.023	1.41		
Education	.05				
# of children	.05				
Worktime	-.14*				
Step 2: Work Overload (IV)	.14*	.045	2.14 [†]	.023	4.26*
Step 3: Spousal Support (Moderator)	-.35***	.160	6.83***	.115	24.44***
Step 4: Work Overload x Spousal Support	-.09	.168	5.99***	.008	1.68
Criterion: Work-to-Family Conflict-Husband					
Step 1: Control Variables		.022	1.33		
Education	.02				
# of children	.09				
Worktime	.03				
Step 2: Work Overload (IV)	.42***	.205	11.63***	.184	41.61***
Step 3: Managerial Support (Moderator)	-.06	.208	9.40***	.003	.59
Step 4: Work Overload x Managerial Support	-.08	.215	8.11***	.007	.155
Criterion: Life Satisfaction-Wife					
Step 1: Control Variables		.017	1.05		
Education	-.02				
# of children	.06				
Worktime	-.11				
Step 2: Family-to-Work Conflict.H (IV)	-.15*	.049	2.32 [†]	.032	6.03*
Step 3: Problem Solving.W (Moderator)	.20**	.076	2.93*	.027	5.17*
Step 4: F-to-WC.H x Problem Solving.W	-.13 [†]	.091	2.96**	.015	2.96 [†]
Criterion: Marital Satisfaction-Wife					
Step 1: Control Variables		.005	.33		
Education	-.01				
# of children	-.06				
Worktime	.05				
Step 2: Family-to-Work Conflict.H (IV)	-.16*	.036	1.70	.031	5.81*
Step 3: Problem Solving.W (Moderator)	.27***	.100	3.97**	.063	12.59***
Step 4: F-to-WC.H x Problem Solving.W	-.05	.102	3.36**	.002	.38

Note: [†] p < .10; * p < .05; ** p < .01; *** p < .001

Note: The impact of education of participants, the number of children they have and the work time (whether working part-time or full-time) were controlled (N= 187).

Table 4.8

Moderated multiple regression analysis testing the moderating effect of spousal support, managerial support and problem solving behavior-Husband to wife model (cont'd)

Criterion: Employment Related Guilt-Wife	St. B	R²	F	R² change	F change
Step 1: Control Variables		.001	.08		
Education	.02				
# of children	-.03				
Worktime	.02				
Step 2: Family-to-Work Conflict.H (IV)	.26***	.079	3.87**	.078	15.23***
Step 3: Problem Solving.W (Moderator)	-.05	.080	3.10**	.000	.10
Step 4: F-to-WC.H x Problem Solving.W	.14 ^t	.097	3.19**	.017	3.42 ^t
Criterion: Life Satisfaction-Wife					
Step 1: Control Variables		.017	1.050		
Education	-.02				
# of children	.06				
Worktime	-.11				
Step 2: Work-to-Family Conflict.H (IV)	-.01	.018	.81	.001	.11
Step 3: Problem Solving.W (Moderator)	.16*	.046	1.73	.028	5.32*
Step 4: W-to-FC.H x Problem Solving.W	.06	.050	1.55	.003	.64
Criterion: Marital Satisfaction-Wife					
Step 1: Control Variables		.005	.33		
Education	.00				
# of children	-.05				
Worktime	.03				
Step 2: Work-to-Family Conflict.H (IV)	-.24***	.075	3.62**	.069	13.45***
Step 3: Problem Solving.W (Moderator)	.23**	.128	5.25***	.053	10.97***
Step 4: W-to-FC.H x Problem Solving.W	.03	.129	4.40***	.001	.23
Criterion: Employment Related Guilt-Wife					
Step 1: Control Variables		.001	.08		
Education	.01				
# of children	-.04				
Worktime	.05				
Step 2: Work-to-Family Conflict.H (IV)	.31***	.093	4.64***	.092	18.31***
Step 3: Problem Solving.W (Moderator)	.00	.093	3.69**	.000	.00
Step 4: W-to-FC.H x Problem Solving.W	.00	.093	3.06**	.000	.00

Note: ^tp < .10; * p < .05; ** p < .01; *** p < .001

Note: The impact of education of participants, the number of children they have and the work time (whether working part-time or full-time) were controlled (N= 187).

The findings revealed that among 14 MMR analyses run for both of the models, only two of them were resulted in significant R^2 change. Moderating effect of problem solving behavior on the crossover process was supported for the relationships between (a) family-to-work conflict of husband and life satisfaction of wife (Hypothesis 7b), and (b) family-to-work conflict of husband and employment related guilt of wife (Hypothesis 7b). Hypothesis 7b suggesting that the relationship between the levels of family-to-work conflict experienced by men and the life satisfaction, marital satisfaction and employment related guilt of their spouses was moderated by the problem solving behavior of the spouses was partially supported. Problem solving behavior moderated the relationship between family-to-work conflict of men and life satisfaction of their partners ($F(6, 184) = 2.96, p < .10$). In other words, when faced with family-to-work conflict of the spouse, the individual would be more satisfied with her life, if she used effective problem solving behaviors.

By using regression equation, the significant interaction effects were graphed in order to see whether the relationships were in the hypothesized directions. The graphs of those significant interaction effects were drawn by entering the required information into the excel worksheets suggested by Dawson (2006, <http://www.jeremydawson.co.uk/slopes.htm>). Those excel sheets revealing two-way interaction effects for standardized variables were prepared through the suggestions of Aiken & West (1991). One standard deviation above and below the means of variables were computed as the cut off points for the study variables. When Figure 4 was examined, it was revealed that women were more satisfied with their life when they had high problem solving ability and when husbands experienced low levels of family-to-work conflict. However, problem solving ability of women did not seem to attenuate the effect of family-to-work conflict of their husbands on their own life satisfaction, when the level of family-to-work conflict was high.

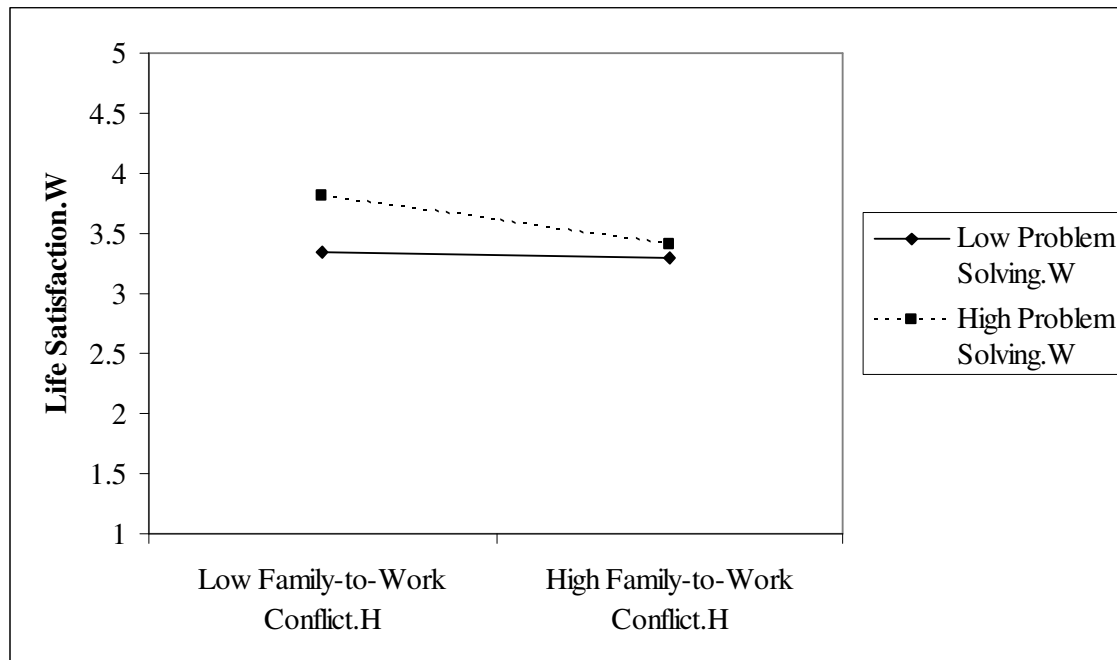


Figure 4. The interaction effect of family-to-work conflict of husband and problem solving behavior of wife on life satisfaction of wife- Husband to wife model.

Finally, Hypothesis 7b also suggested that when faced with family-to-work conflict of the husband, the individual would feel less employment related guilt, if she used effective problem solving behavior (Figure 5). The data supported this part of Hypothesis 7b and showed that relationship between family-to-work conflict experienced by men and the employment related guilt of their spouses was moderated by the problem solving behavior of the spouses ($F(6, 184) = 3.19, p < .10$). Problem solving behavior of women seemed to be effective only when men experienced low levels of family-to-work conflict but not high levels of family-to-work conflict.

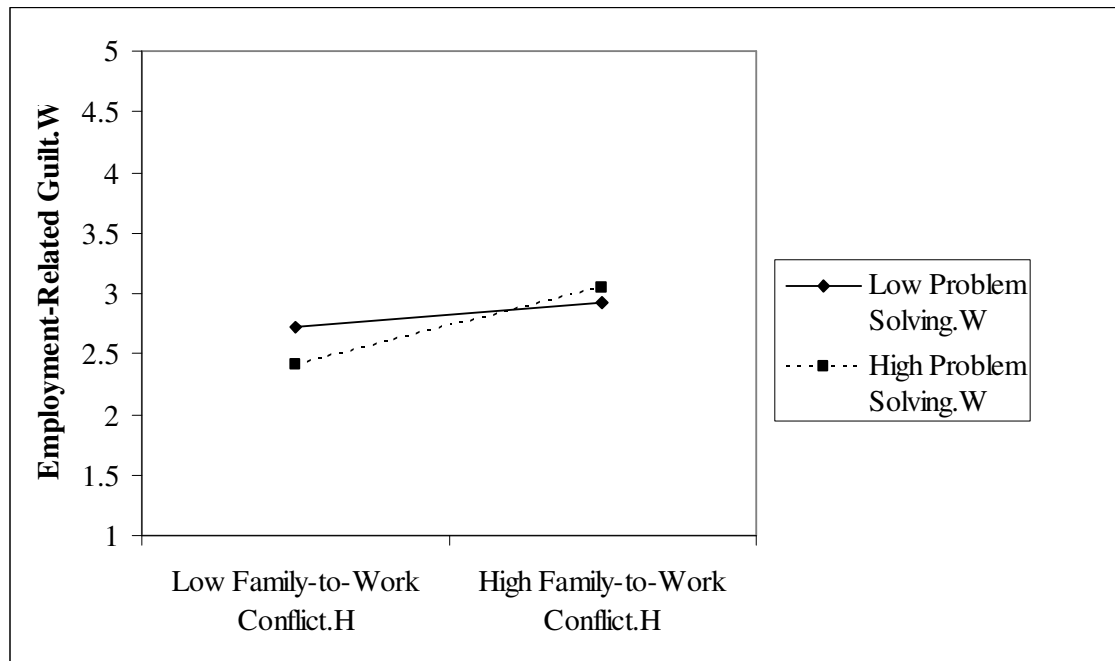


Figure 5. The interaction effect of family-to-work conflict of husband and problem solving behavior of wife on employment related guilt of wife- Husband to wife model.

Table 4.9 summarizes the hypotheses proposed in the present study.

Table 4.9			
<i>Summary table for the hypotheses</i>			
Hypothesis #	Hypothesized Relationships	Wife to Husband Model	Husband to Wife Model
1a	Work overload of an individual is positively related to his/her own work-to-family conflict.	S	S
1b	Work overload of an individual is positively related to his/her own family-to-work conflict.	S	S
2a	An individual's work-to-family conflict will be negatively related to the life satisfaction of his/her spouse.	ns	ns
2b	An individual's work-to-family conflict will be negatively related to the marital satisfaction of his/her spouse.	ns	S
3a	An individual's family-to-work conflict will be negatively related to the life satisfaction of his/her spouse.	ns	S
3b	An individual's family-to-work conflict will be negatively related to the marital satisfaction of his spouse.	S	ns
4a	Work-to-family conflict of man will be positively related to his spouse's feelings of employment-related guilt.	-	S
4b	Family-to-work conflict of man will be positively related to his spouse's feelings of employment-related guilt.	-	S
5a	An individual's own work-to-family conflict will mediate the relationship between his/her work overload and psychological well-being (i.e., life satisfaction, marital satisfaction, and employment related guilt) of his/her spouse.	ns	~S
5b	An individual's own family-to-work conflict will mediate the relationship between his/her work overload and psychological well-being (i.e., life satisfaction, marital satisfaction, and employment related guilt) of his/her spouse.	~S	~S
6a	Managerial support will moderate the relationship between work overload and work-to-family conflict in such a way that the relationship between work overload and work-to-family conflict will be stronger for those individuals who do not receive managerial support than those who do receive it.	ns	ns
6b	Spousal support will moderate the relationship between work overload and family-to-work conflict in such a way that the relationship between work overload and family-to-work conflict will be stronger for those individuals who do not receive support from their spouses than those who do receive it.	ns	ns

7a	The relationship between the levels of work-to-family conflict experienced by an individual and the psychological well-being (i.e., life satisfaction, marital satisfaction, and employment related guilt) of his or her spouse will be moderated by the problem solving behavior of the spouse. In other words, when faced with work-to-family conflict of the spouse, the individual will experience better psychological well-being, if she/he uses problem solving behaviors.	ns	ns
7b	The relationship between the levels of family-to-work conflict experienced by an individual and the psychological well-being (i.e., life satisfaction, marital satisfaction, and employment related guilt) of his or her spouse will be moderated by the problem solving behavior of the spouse. In other words, when faced with family-to-work conflict of the spouse, the individual will experience better psychological well-being, if she/he uses problem solving behaviors.	ns	~S

Note: ns: not supported;

S: supported;

~S: partially supported.

Chapter 5

DISCUSSION

5.1 The Key Findings of the Study

The main purpose of the present study was to examine the crossover effect of an individual's work-family conflict on the psychological well-being of the corresponding partner. The most consistent antecedent of the work-family conflict, work overload, was also included in the study. Furthermore, while investigating the crossover effect, the present study proposed that problem solving behavior displayed by individuals would have attenuating effect on the relationship between work-family conflict of an individual and his/her spouse's psychological well-being. The fundamental principles of Aryee, Luk, Leung and Lo's study (1999) focusing on demand and support model were adopted in this study. The sample was composed of 187 dual-earner couples with children ages of 0-6 years. As one of the few studies that have examined crossover effect of work-family conflict and support mechanisms (spousal support, managerial support and problem solving behavior) in a single study, it contributes to the literature by exploring the transmission of conflicting demands in work and family domains and its effect on psychological well-being of partners.

Descriptive findings revealed that both men and women experienced moderate levels of work-to-family conflict and low levels of family-to-work conflict. These results indicated that participants did not allow family interference with work. This can be explained by the Asymmetrical Permeability Theory by Pleck (1977) such that the experiences in the

workplace are allowed to spillover to the family responsibilities, rather than the reverse spillover. One of the important results from the initial analyses regarding psychological well-being indicators was that women felt more employment related guilt than men. Work and family roles have different meanings for men and women (Simon, 1995). Women's family roles have been associated with emotional support and domestic tasks, whereas men's family roles and obligations have been related to economic support (e.g., Thompson & Walker, 1989). These associations make working women more vulnerable than men to the role conflicts and feelings of guilt from balancing work and family roles. In his qualitative study, Simon (1995) stated that seventy percent of his women sample felt inadequate as a parent. On the contrary, ninety percent of men sample stated that they were successful parents.

With regard to support mechanisms, it was revealed that women received less social support from both spouses and managers. This finding is consistent with the assumption that work and family roles have different meanings for men and women (Simon, 1995). Since women's roles in family life are associated with emotional support and nurturance (Hochschild, 1989), they are supposed to be the ones who provide support in both work and family domains rather than receive social support from others, namely spouses and managers. It is also possible that women perceive social support to be insufficient.

Between individual correlations provided initial support for the crossover effect of work-family conflict on the psychological well-being of spouses in parallel with the hypothesized relationships with a few exceptions that will be discussed later. Finally, none of the demographic variables were systematically correlated with the study variables. Therefore, age, tenure, and age of the youngest child were not controlled for in the analyses. However, individuals' own work-to-family and family-to-work conflict were controlled for, because

they were negatively correlated with life and marital satisfaction, and positively correlated with employment related guilt.

Regarding within individual part of the proposed model, in line with the earlier research (e.g., Aryee, 1992; Britt & Dawson, 2005; Fu & Schaffer, 2001), the present study predicted that work overload of individuals would be positively correlated with their *work-to-family conflict*. Such that as work overload either qualitative or quantitative increased, the experience of work-to-family also increased. Specifically, the more an individual works extended hours while dealing with difficult and overwhelming tasks in the work domain, the more he or she is likely to experience work-to-family conflict because of not being able to spend time with the partner, children, or even himself / herself. This relationship was found for both wife to husband and husband to wife models (H1a).

The prediction that work overload which would be positively related to *family-to-work conflict* also found support in the present study. In parallel with the literature (Aryee et al, 1999; Greenhaus & Beutell, 1985; Frone, Yardley & Markel, 1997; Parasuraman et al., 1996), work overload was positively correlated with the family-to-work conflict. An individual who had to accomplish too much tasks in a limited time period became psychologically preoccupied with uncompleted tasks, while trying to meet the demands of the other role. Even though work overload is more strongly correlated with work-to-family conflict than family-to-work conflict in the present study, the significant correlation between work overload and family-to-work conflict points out to the detrimental effects of overload in the work domain. Absence of a role overload measurement in the family domain may explain the difference in significance level regarding the relationship between work overload and two forms of work-family conflict. In sum, the findings supported Hypothesis 1b: the more an individual

involves in work due to difficult and overwhelming tasks, the more he or she is likely to experience family-to-work conflict because of not being able to allocate enough time for the demands of work and family life.

The crossover effect yielded different results for wife to husband and husband to wife models. The psychological well-being indicators included in the wife to husband model was marital and life satisfaction. In wife to husband model, it was predicted that both work-to-family and family-to-work conflict of women would be negatively associated with the life and marital satisfaction of men. This prediction found support only for the relationship between family-to-work conflict of wife and the marital satisfaction of husband. As the family responsibilities of women interfered with work domain, their partners' marital satisfaction decreased. A woman who cannot handle work related tasks due to family responsibilities may be psychologically distressed and blame the spouse for not helping in completing household chores or childcare. As a result, passive aggression towards the husband triggers the dissatisfaction with the marriage as supported by the present study.

The findings did not reveal a significant relationship between family-to-work conflict of women and the life satisfaction of their spouses. Men did not allow their overall life satisfaction to be affected by their spouses' negative experiences in dealing with work-family balance. In other words, men did not generalize the negative atmosphere in their family to their life experiences, and not internalize their partners' conflict. They may not take blame for their partners' inability to balance work and family responsibilities, and not be good at empathizing with women (Westman & Vinokur, 1998). The underlying reason for not taking blame may be that men do not feel responsible for the fulfillment of family responsibilities since they are traditionally accepted as women's responsibilities (Byron, 2005). Therefore,

even though the satisfaction with their marriage decreases, men's satisfaction with life in general is not affected when their partners experience family-to-work conflict. Another explanation would be related the men's perception of life satisfaction as a more broad or general term. Specifically, while men define themselves and their life satisfaction with more domains, women are more likely to put the family domain at the center of their life. On these grounds, men may not be affected as much as women when their partners experience family-to-work conflict.

Work-to-family conflict experienced by women was neither related to the life satisfaction nor marital satisfaction of men. It is possible that women who are not able to fulfill family duties due to work responsibilities do not blame their partners because of working overtime, dealing with overwhelming tasks in the workplace, but they can blame themselves or their organizations. In other words, not allowing work to interfere with family is women's own responsibility rather than being a shared responsibility in the case of family interfering with work. Therefore, passive aggression towards the partner in the former scenario is not valid in this case, because the overwhelming work condition which cannot be controlled by the partner is the one that invades family life. It seems that a working mother cannot blame her partner because of work overload that she experiences, and she does not reflect her negative experience to her partner.

The results of the present study for husband to wife model partially supported the prediction that work-family conflict of an individual crossed over partner's psychological well-being. While family-to-work conflict experienced by men was negatively correlated with life satisfaction of women, work-to-family conflict of men was negatively associated with marital satisfaction of women. This relationship which was absent in wife to husband model

lends support to the observation that women are more vulnerable and sensitive to their spouses' experiences than men do (Westman & Vinokur, 1998). As stated by Westman and Vinokur (p. 152, 1998) women "may consequently be more likely to also share, empathize with, and be influenced by the emotional states of their husbands." Those women, whose partners' family responsibilities impede their performance in the work domain may be less satisfied with their life due to the feelings of incompetence and insufficiency in meeting demands of family life. They may question their self-efficacy and mastery in dealing with household chores and childcare responsibilities (Frone et al, 1992). As opposed to the men who do not take responsibility for family tasks invading work life of their partners; they may think they would take the responsibility for family tasks if they did not work. Therefore, the underlying mechanism may be self-blaming for not being able to handle or share family responsibilities which, in turn, causes family-to-work conflict of their husbands. On the other hand, women blaming themselves and questioning their capability to deal with responsibilities in life may not reflect their discontent to their marriage when their husbands' family responsibilities interfere with work domain. Because they may accept their role in dealing with family responsibilities as indoctrinated by the traditional gender roles, and take the responsibility for their partners' inability to handle work and family roles. Therefore, they cannot bring about an accusation for their husbands. As opposed to the hypothesized relationship in the present study, it is possible that family-to-work conflict experienced by men is not related to the marital dissatisfaction of their spouses.

The findings revealed that work-to-family conflict of man was negatively correlated with the marital satisfaction of the partner. A woman whose husband experiences high levels of work-to-family conflict may be exhausted in their marriage, because her partner may have to work overtime and deal with difficult tasks in the workplace which, in turn, extracts from

the time spent together. Furthermore, a psychologically distressed partner who cannot spend enough time for family responsibilities may not be good at marital companionship which, in turn, would decrease the quality of the time spent together. As predicted by the present study, while marital satisfaction of women decreased as work responsibilities of men interfered with the home domain, life satisfaction of women was not affected by the work-to-family conflict experienced by their spouses. In this case, men's work-to-family conflict results from the work overloads and does not depend on women's self-efficacy and mastery to deal with negative experiences and conflict in life. Consequently, women's life satisfaction is not affected by their husbands' work-to-family conflict, because they do not have an active role in handling work responsibilities of their partners which are invading family life.

The relationship between work-family conflict of men and the employment related guilt felt by the spouses was in the expected direction. Specifically, women were more likely to feel guilty because of being employed, when their husbands experienced high levels of work-to-family and family-to-work conflict. As suggested in the literature (Bernard, 1981; Lott, 1988; Simon, 1995), women's family roles are associated with nurturance and domestic support, whereas men's family roles are associated with economical support to the family. Men are perceived to be breadwinners, and women are perceived to be homemakers. Therefore, majority of women feel that employment prevents them from fulfilling their major responsibility in home domain such as household chores and nurturance for their husbands (Simon, 1995). When the couples have children, the feeling of guilt due to employment is elevated. The present study predicted that if the husband experienced high levels of work-family conflict, the women would feel guilty of being employed. This prediction found support. Work-to-family conflict and family-to-work conflict of husband was also positively and significantly correlated with the employment related guilt of the wife. When the demands

of men's work life impede performance in the family life, women may feel that they would handle the family responsibilities and compensate for their partners' inability to fulfill home related tasks if they were not employed. Furthermore, they may think they would spend their time by doing housework, showing concern for their children and partner instead of working, so that their partners would not experience family-to-work conflict.

As discussed earlier and suggested by Westman and Vinokur (1998) wives are more vulnerable to their spouses' emotional experiences than husbands do. In wife to husband model, only family-to-work conflict experienced by women was associated with marital dissatisfaction of the spouses. On the other hand, all of the psychological well-being indices, namely marital satisfaction, life satisfaction and employment-related guilt of women were associated with work-family conflict of men. This relationship can also be explained through the direct crossover process which emphasizes that stress and strain experienced by one partner creates empathetic reaction in the corresponding partner resulting in an increase in his or her stress levels (Westman, 2001; Westman, Etzion & Danon, 2001; Westman & Vinokur, 1998). Therefore, women are the ones who empathize with the stressful experiences of their husbands. To conclude, these findings reveal that women internalize their husbands' negative experiences more than men do. Additionally, Lambert (1990) suggested that due to differences in gender role expectations, gender may act as a moderator of the effect of an individual's stress on the partner's stress and strain. As suggested by Kessler and Mcleod (1984), women are more sensitive and vulnerable to the stressful events they experience, as well as to those that affect individuals within the same dyad, because they are involved in the family more than men do.

A number of studies also suggest that wives in dual-earner couples seem to have a buffering effect in attenuating their partners' stress and strain level (Repetti, 1989; Bolger et al., 1989). For instance, Bolger et. al. (1989) found that wives protect their partners by compensating for their reduced involvement at home. This relationship was less evident among husbands indicating that women are more vulnerable to their partners' experiences. It was also attributed to the dual role of working women who have to bear disproportionate share of household chores and homemaking role indoctrinated by the traditional gender roles (Jones, & Fletcher, 1993). To conclude, even the notion that women are more sensitive to emotional transmission than men (Haviland & Malatesta, 1981) has not been well explained in the literature, greater involvement in family as a direct source of stress seems to be stronger for women than for men (Westman, 2001).

Hypotheses regarding mediation of work-family conflict in the relationship between work overload of an individual and the psychological well-being of the partner were partially supported in both models. In wife to husband model, only family-to-work conflict mediated the relationship between work overload of wife and the marital satisfaction of husband. Specifically, women who had high levels of work overload were more likely to experience family-to-work conflict and, in turn, their spouses were less satisfied with their marriage. On the other hand, men's work overload was related to the life satisfaction and employment related guilt of their spouses through a mediated pathway in which work overload leads to family-to-work conflict, which in turn, leads to life satisfaction and employment related guilt of the corresponding spouses. Furthermore, work-to-family conflict of men mediated the relationship between work overload and employment related guilt and marital satisfaction of their wives. In other words, men who had high levels of work overload were more likely to experience work-to-family conflict, and their partners are more likely to feel marital

dissatisfaction and employment related guilt. It is important to note that further analyses about the potential partial mediation between work overload of an individual and the psychological well-being of the spouse did not find support in the present study. In other words, none of the partially mediated models for men and women provided a good fit to the data. This highlighted the importance of *fully mediated model*. The significant fully mediated model indicated that work overload was not only detrimental for the individual, but also for the partner only when it leads to the work family conflict.

Turning to the hypothesized moderating effects of support mechanisms in the relationship between work overload and work-family conflict, none of the moderators were significant. Specifically, work overload interacting with spousal support was not significantly associated with family-to-work conflict and work overload interacting with managerial support was not significantly associated with work-to-family conflict. Regardless of the level of spousal support, the relationship of the work overload with the family-to-work conflict remained the same. Perhaps spousal support was not an important variable in the association of work overload and family-to-work conflict, because the literature mostly focused on the moderating effect of support from the non-work domain in the relationship between family overload and family-to-work conflict (e.g., Aryee et. al, 1999). Managerial support or other unmeasured support mechanisms, such as support from other family members or a domestic helper would moderate this relationship. Additionally, rather than emotional support, instrumental support would have attenuating effect in this relationship. Providing a lending hand or concrete help may prevent family responsibilities to intervene with the work life of the spouse.

Similarly, the remaining nonsignificant finding was about the moderation of managerial support on the relationship between work overload and work-to-family conflict. Contrary to what was expected, managerial support did not moderate the relationship between work overload and work-to-family conflict. This nonsignificant relationship may result from the sample characteristics. The sample was composed of dual-earner families with moderate and high socio economic status and some of the participants (%14) were job owners rather than having managers or supervisors. Therefore, when those matched questionnaires were eliminated from the sample in order to test the moderator effect of managerial support, the sample size decreased. Even though, the percentage may not be considerable enough, this decrease in the sample size would make it difficult to detect the interaction effect. Finally, as in the case of spousal support, other unmeasured variables such as family friendly policies may be operating as moderators of this relationship, such as availability of home office working style, flexible work arrangements, on-site childcare facilities in the workplace (Hammer, Neal, Newsom, Brockwood, & Colton, 2005). For instance, a working mother who has high work overload would complete work-related tasks as well as take care of child related responsibilities while working at home if the organization provides home office opportunity. As supported by the literature, utilization of these kinds of family friendly policies has been associated with positive outcomes both in work and family domain, such as increased job satisfaction and organizational commitments and decreased work-family interference (e.g., Baltes, Briggs, Huff, Wright, & Neuman, 1999; Goff, Mount, & Jamison, 1990).

Although considerable research has supported the buffering roles of social support from work and nonwork related sources, Westman and Etzion (1995) also could not find positive effect of family support in attenuating the burnout of the spouses. Furthermore,

Kobasa and Puccetti (1983) found that support from the family was detrimental for the health of those managers who were low in hardiness. They suggest that individuals feel that their spouses or managers extend help because there is a problem with their work and family life. In other words, the social support may increase the feeling of incompetence and lower the self-efficacy regarding individuals' capacity to handle work and family roles. By the same token, participant couples in the present study may feel incompetent when spouses and managers give them support in family and work domains, which in turn, it may undermine their self-esteem. Therefore, as suggested by many theorists (e.g., Hobfoll, 1989; Cohen & Wills, 1985), resources or support mechanisms are beneficial when they are appropriate for the situation. Another explanation would be related to perception of the degree of support from managers and spouses. Individuals may accept that their managers and spouses lend assistance in dealing with work and home related responsibilities, but they may also feel that it is not enough.

Moderating effect of problem solving behavior on the crossover process was supported for the relationships between family-to-work conflict of husband and life satisfaction of wife, and family-to-work conflict of husband and employment related guilt of wife. When faced with family-to-work conflict of the spouse, women would be more satisfied with their life, if they used effective rather than ineffective problem solving behaviors. However, problem solving ability of women did not seem to attenuate the effect of family-to-work conflict of their husbands on their own life satisfaction, when the level of family-to-work conflict was high. Similarly, family-to-work conflict of husband interacting with problem solving behavior of wife was significantly associated with employment related guilt felt by wife. However, problem solving behavior of women seemed to be effective only when men experienced low rather than high levels of family-to-work conflict. The unexpected direction in the interaction

findings may be related to the range restriction regarding problem solving behavior. The majority of the participants had higher scores on problem solving behavior. When the skewness and kurtosis statistics were examined, it was revealed that problem solving behavior scale has a skewness value of $-.511$ ($SD = .126$), indicating a distribution skewed to the right, and a kurtosis value of $.458$ ($SD = .252$) (Groeneveld & Meeden, 1984). If the degree of skewness is in the range between minus twice the “standard error of skewness” and plus twice the “standard error of skewness”, it can be said that the distribution is approximately normal (Tabachnick, & Fidell, 1996). Since the value for skewness does not fall within the range from $-.252$ (minus twice the “standard error of skewness”) to $.252$ (plus twice the “standard error of skewness”), the skewness is considered as violated.

Alternatively, rather than reporting actual problem solving behavior, participants might have responded in a socially desirable way. In this context, relying on self-reports which facilitate the social desirability makes it difficult to find interaction effect in field studies. Furthermore, the reason for the ineffectiveness of problem solving behavior of the partner on the relationship between work-family conflict and psychological well-being would be related to the other unmeasured coping behaviors that would moderate this relationship. Confrontative coping, self-control, or positive appraisal are some of the coping strategies that have been suggested in the literature regulating the emotional consequences of stressful events (e.g., Folkman, & Lazarus, 1980; Folkman, Lazarus, Dunkel-Schetter, DeLongis, & Gruen, 1986). In other words, displaying effective problem solving behavior would not be enough to attenuate the effects of partners’ work-family conflict on the psychological well-being of the individuals themselves. Finally, individuals may act as passive recipients in the crossover process, because they would think that preventing this transmission is the responsibility of the partner who should not reflect his or her negative experiences to the other

family members. Therefore, problem solving behavior of the individual who experience work-family conflict may have a buffering effect on the relationship between conflict experienced by the individual and the psychological well-being of the spouse.

These results are noteworthy considering the literature asserting the difficulty of finding significant interaction effect in field research (McClelland & Judd, 1993). McClelland and Judd (1993) stated that those moderator effects explaining even 1 % of the total variance should be evaluated as significant. Despite of the fact that field studies yield low statistical power in finding significant moderations, the present study found support for the moderator effect of problem solving behavior of women in the relationship between family-to-work conflict of men and life satisfaction as well as employment related guilt of women.

5.2 Scientific and Practical Contributions of the Present Study

The present study is one of the few attempts to enhance our understanding of the crossover effect of work-family conflict in dual-earner couples. Even though negative consequences of work family conflict have been recognized, most of the research focused on the within-individual effects and little attention has been paid to between individual effects. None of the crossover studies provided an integrated model combining support mechanisms, work-family conflict, coping strategies and psychological well-being indicators of the partners in a single study. The findings of the present study add to crossover research in two ways; they provide support for the crossover effect of work-family conflict on the psychological well-being of the partners, and the mediating effect of work-family conflict between an individual's work overload and his/her partner's psychological well-being. Furthermore, even though it was difficult to match questionnaires of married individuals from the same dyad, a

reasonably large matched sample composed of dual-earner couples with children ages of 0-6 years was used as the unit of analysis (N= 187).

A relatively new concept, employment related guilt was included in the crossover part of the proposed model. Since labor participation of women has been increasing, especially women feel guilty for not efficiently dealing with the demands of family in a satisfactory way. Highlighting the transmission of conflict to the psychological well-being of the partner demonstrated that dual-earner couples are vulnerable not only to the transference of same experiences like depression and burnout (e.g., Westman, Etzion & Danon, 2001), but also transference of work-family conflict to the well-being of the partners. Furthermore, it has been unclear whether moderation effect of coping behavior on the relationship between interrole conflict and psychological well-being was applicable in the crossover process between spouses. Even though, it was difficult to find significant moderator effects, some of the moderation hypotheses were supported in the present study.

The findings of the present study are also expected to contribute to practice and policy making. The results provide insight into implementation of programs that would eliminate the factors triggering the crossover process. The most important indication was that an individual's experiences in workplace are transmitted to home by affecting the psychological well-being of the partner. Therefore, since the marital dyad is vulnerable to the crossover of experiences, preventive measures should consider including the spouse in intervention programs. Furthermore, it is important for organizations to detect processes leading to the crossover phenomenon and suggest ways to prevent it at the individual and dyad level. Because of the interdependency between employees within the workplace, conflict leading to stress experienced by individuals would be contagious and create a stressful climate in the

organizations (Westman, 2001). Organizations can formulate intervention programs that include spouses and managers which may result in mutual support in maintaining the balance between work and family life.

Elimination of factors facilitating the transmission process can be associated with satisfaction in major realms of life in dual-earner couples with children, which in turn lead to higher job performance, organizational effectiveness and organizational commitment (Greenhaus & Beutell, 1985; Netemeyer, Boles, & McMurrian, 1996; Pitt-Catsoupes, Matz-Costa & MacDermid, 2007). Effective organizations are the ones that can balance the needs of their employees. In that sense, organizations can establish hotlines or provide assistance through intra-net that support their employees and their spouses who experience difficulty in handling work and family responsibilities. When employees receive support and resources needed to cope with conflictual demands of work and family life, both the organizations and individuals benefit (Fu & Schaffer, 2001).

Moreover, as the overall results of the present study suggested, those spouses are more likely to be satisfied with their life and marriage as well as less likely to feel guilty about being employed when their partners experience low levels of work-family conflict and when they develop problem solving skills. Organizations should consider the high price that individuals have to pay due to crossover of work-family conflict. Therefore, the integration of intervention programs to the workplace such as trainings on balancing work and family life would be effective for employees as well as their partners. Additionally, supervisors can receive trainings so that they become aware of the benefits provided by the organization in order to reduce work-family conflict. This process can be reinforced by providing incentives to the supervisors who support and encourage the exercise of family-friendly policies (Frye,

& Breugh, 2004). Finally, as suggested by Aycan and Eskin (2005), organizations can offer training programs to their employees on changing gender roles and sharing family related responsibilities.

5.3 Limitations and Suggestions for Future Research

The study has a number of limitations. First of all, the potential shortcoming that should be taken into account is the use of cross-sectional design used in the present study which makes it impossible to make causal inferences. Secondly, data were collected only via self-report questionnaires. However, using self-report questionnaires was the only way to assess most of the variables used in the present study, especially psychological well-being of individuals. Since data in crossover research are collected from the people in the same dyad, further studies can consolidate individuals' self-reports about the role overload in the workplace, work-family conflict, received spousal and managerial support with the perceptions of their partners and their managers regarding those variables. Additionally, in order to understand whether received support from work and family domain is perceived as enough for the individuals or not, satisfaction with the social support should also be measured in further studies.

Another limitation of the present study is related to the social desirability. The participants might have responded on the scales measuring their ability in a socially desirable way. In other words, the scales measuring dispositional rather than situational factors may be more vulnerable to the social desirability. Since the Turkish version of the "Social Desirability Scale" by Marlowe and Crowne (1960) has multiple reliability and validity problems, this scale was not included in the present study (Beretvas, Meyers, & Leite, 2002).

However, even though anonymous responding minimized the method bias (Oppenheim, 1992), not using a social desirability scale is one of the limitations of the present study.

Other limitations of the study were pertaining to sampling strategies and the generalizability of the findings. The first wave data were collected from dual-earner families working in the banking sector, and second wave data were collected from personal contacts and parents of children attending kindergartens where people with high socio economic status are clustered. Therefore, the limitation of the present study is that it focused on dual-earner families who were involved in professional and managerial careers which makes generalization of the findings to other populations difficult. The low response rate regarding the data collected from kindergartens may also be related to the sample characteristics, such that the participants who have professional careers with higher levels of role overloads may not have enough time to complete the questionnaires. Additionally, using dual-earner couples, namely matched sample may raise concerns about the violation of independence of observations. However, using matched sample was the only way to investigate crossover effect between individuals nested within the same dyad. In the present study, individuals' own work-family conflict was controlled while testing crossover effect in order to eliminate this limitation. Lastly, the absence of a role overload measurement in the family domain can be acknowledged as a limitation in the present study.

Future studies should start with using a longitudinal design allowing causal inferences. As suggested by the literature, using hierarchical linear models (HLM) which allow modeling social dependence that exists between individuals of the same unit would eliminate the violation of independence of observation assumption. (Blair-Loy & Wharton, 2002; Bryk & Raudenbush, 1987). Aside from the need for a longitudinal design, the transmission of family

related experiences of an individual to the work related experiences of the corresponding spouse, such as job satisfaction should be investigated. Managerial and spousal support should also be considered as moderators in this crossover effect between dual-earner couples. Furthermore, no study has been carried out to see the crossover of psychological well-being of one partner on the job related outcomes of the other partner. Finally, driving from quotations of a participant mother, feeling of guilt because of not sparing enough time for the self due to being employed should also be embedded in the conceptualization of employment related guilt in further studies.

Despite the limitations, the present study is an initial attempt in investigating the crossover effect of work-family conflict of an individual on the psychological well-being of the partner, in Turkey. By combining crossover research and work-family conflict research, the present study provided practical contributions that can help organizations to balance the needs of their employees and their families, as well as theoretical contributions to the literature.

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APPENDICES

Appendix 1 Turkish version of the questionnaire

**Aile ve İş Hayatına İlişkin Deneyimler Araştırması**

Sayın Katılımcı,

Bu anket Koç Üniversitesi Psikoloji bölümü yüksek lisans öğrencisi Selin DERYA tarafından yürütülen bitirme tezi kapsamında hazırlanmıştır. Katılımınızı rica edeceğimiz araştırmanın amacı okul öncesi yaşta çocuk sahibi olan, anne ve babanın birlikte yaşadığı ve her iki eşin de çalıştığı ailelerde, aile ve iş sorumluluklarını dengelemede yaşanan deneyimleri incelemektir.

Araştırmaya katılmanız durumunda teşekkürümüzün bir ifadesi olarak:

- Anketi tamamladığınızda, size bireysel bir rapor sunulacaktır. Bireysel raporunuz aile yükü, iş yükü, eş ve yöneticiden alınan destek, iş-aile dengesi, problem çözme davranışı, evlilik ve yaşam doyumu alanlarında aldığınız puanlardan ve bu puanların yorumlarından oluşacaktır.

Bu araştırmaya katılım gönüllüdür. Araştırmaya katılmayı kabul etmeniz halinde:

- Toplanan veriler yalnızca araştırma amaçları için kullanılacak, kesinlikle hiçbir kurumla veya aile bireyleriyle paylaşılmayacaktır. Ancak bireysel raporlarınızı ve hediye kitabınızı sizlere ulaştırabilmemiz için anketinizin üstüne adresinizi yazmanız gerekmektedir.
- Araştırma paketi içinde 2 set anket bulunmaktadır; bunlar ‘Anne Anketi’ ve ‘Baba Anketi’ olarak isimlendirilmiştir. Lütfen kendinize ait anketi, soruları bir başkasına danışmadan cevaplayınız ve Koç Üniversitesi antetli zarfa koyunuz.
- **Her iki anketi, sizlere ulaştıktan en geç 10 gün içinde doldurmanızı önemle rica ediyoruz.**
- Eşinizin ve sizin bireysel raporlarınız ve kitabınız daha sonra size posta yoluyla iletilecektir. Koç Üniversitesi antetli zarflarda bulabileceğiniz raporlardan, zarf üzerinde yazılı kodu kontrol ederek sadece kendinize ait olanı okumanız önemle rica olunur.

Araştırmaya katıldığınız için yürekten teşekkür ederiz.

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Bölüm 1

İlk olarak sizden kendinizle ilgili birtakım bilgileri yazmanızı isteyeceğiz.

- Yaşınız: _____
- Ne kadar süredir çalışma hayatı içindesiniz? _____ yıl (veya _____ ay)
- Ne kadar süredir bu kurumda çalışıyorsunuz? _____ yıl (veya _____ ay)
- Eğitim durumunuz (aldığınız en son diploma derecesini işaretleyiniz):
 ilk _____ orta _____ lise _____ meslek lisesi _____
 üniversite _____ yüksek lisans _____ doktora _____
- Kaç çocuğunuz var? _____
- Çocuklarınızın yaşlarını çizginin üstüne, cinsiyetlerini de parantezin içine K (kız) veya E (erkek) olarak yazınız [örn; 8 (K)]
 _____() _____() _____() _____() _____()
- Çalışma düzeniniz nasıl? Yarı zamanlı (part-time) _____ Tam zamanlı (full-time) _____
- Haftada kaç saat çalışıyorsunuz? _____ saat
- Çalışma saatlerinizi kendiniz düzenleyebiliyor musunuz? Evet__ Hayır__

Bölüm 2

Lütfen her bir cümleye ne oranda katıldığınızı aşağıdaki ölçeği kullanarak belirtiniz. Cümlelerin başındaki boşluğa sizin düşüncenizi en iyi şekilde temsil eden sayıyı yazınız.

1	2	3	4	5
Kesinlikle	Katılmıyorum	Ortadayım	Katılıyorum	Kesinlikle
Katılmıyorum		(biraz katılıyorum, biraz katılmıyorum)		katılıyorum

- _____ İşimde benden talep edilenler kapasitemin üstünde.
- _____ İş yüküm oldukça ağır.
- _____ İşim hafta sonları ve akşamları da çalışmamı gerektiriyor.
- _____ İş yüküm beni aşıyor.
- _____ İşlerimi yetiştirebilmek için özel hayatımdan fedakarlık yapmam gerekiyor.
- _____ Normal iş saatleri içinde işlerimi bitirmekte zorlanıyorum.
- _____ İşlerimi rahat ve zamanında yetiştirebiliyorum. (r)
- _____ Yaptığım iş bilgi ve beceri seviyemin üzerinde.
- _____ İş yükümün ve aldığım sorumlulukların altında eziliyorum.
- _____ İşim çok ve uzun saatler çalışmamı gerektiriyor.
- _____ Şu anda çalıştığım pozisyon çok fazla işle ve kişiyle uğraşmamı gerektiriyor.

Bölüm 3

Lütfen, aşağıdaki cümlelere ne dereceye kadar katıldığınızı kendinize uygun sayıyı cümlelerin başındaki boşluklara yazmak suretiyle belirtiniz.

- | 1 | 2 | 3 | 4 | 5 |
|--------------|--------------|--|-------------|-------------|
| Kesinlikle | Katılmıyorum | Ortadayım | Katılıyorum | Kesinlikle |
| Katılmıyorum | | (biraz katılıyorum,
biraz katılmıyorum) | | katılıyorum |
1. _____ Eşim, kendisinin yapması gereken şeyleri bana yüklüyor. (r)
 2. _____ Eşim, ev işleri konusunda benimle işbirliği yapar.
 3. _____ İş için şehirden ayrılmam gerekse, eşim ev işlerini yapmakta zorlanırdı. (r)
 4. _____ Eşim benden sürekli bir şeyleri talep eder ve bekler gibi görünür. (r)
 5. _____ İşimle ilgili problemleri eşimle konuştuktan sonra kendimi daha iyi hissedirim.
 6. _____ Ev işlerinde eşim kendi payına düşen görevleri yerine getirir.
 7. _____ İşimle ilgili faaliyetleri eşimle konuşmakta zorluk çekiyorum. (r)
 8. _____ Gerektiğinde eşim, evi toplamaya isteklilik gösterir.
 9. _____ Eşim, işimle ilgili problemlere farklı açıdan bakmamı sağlamaktadır.
 10. _____ Eşim günlük ev işlerinin birçok detayını benim üzerime bırakıyor. (r)
 11. _____ İşimin getirdiği yükümlülükler artarsa, eşim evle ilgili daha fazla sorumluluk yüklenir.
 12. _____ İşimle ilgili problemleri eşimle görüşmeyi yararlı buluyorum.
 13. _____ Eşim rutin ev işlerinde bana yardım eder.
 14. _____ İşimle ilgili olarak içimi rahatlatmaya ihtiyacım olduğunda eşime yönelirim.
 15. _____ Eğer işte geç saate kadar çalışmam gerekirse, eşime evle ilgili her şeyle ilgileneceği konusunda güvenebilirim.
 16. _____ Eşime, işimle ilgili bir problem hakkında fikir sorarken kendimi rahat hissediyorum.
 17. _____ Evde vaktimin çoğunu eşimin arkasını toplamakla geçiriyorum. (r)
 18. _____ İşte zor bir hafta geçirdiğimde, eşim ev işlerinin çoğunu yapmaya çalışır.
 19. _____ İşte bir problemim olduğunda, bunu genellikle eşimle paylaşıyorum.

Bölüm 4

Amirinizin aşağıdaki cümlelere ne sıklıkta uyduğunu aşağıdaki sayılardan ona uygun olanını her cümlenin başındaki boşluklara yazmak suretiyle belirtiniz.

1	2	3	4	5
Hiçbir zaman	Nadiren	Bazen	Sık sık	Her zaman

Amirim ...

1. _____ Aile sorumluluklarımı yerine getirebilmem için çalışma programımda (iş saatleri, mesai, izin,...) esneklik tanır.
2. _____ Ailemle ilgili veya kişisel sorunlarımı dinler.
3. _____ Aile ve iş hayatımı dengeleme çabalarımı eleştirir. (r)
4. _____ Aile sorumluluklarımı yerine getirebilmem için görevlerimde değişiklikler yapar.
5. _____ Ailemle ilgili veya kişisel konularda düşünce ya da önerilerini paylaşır.
6. _____ Aile sorumluluklarımı bana karşı kullanır. (r)
7. _____ Ailemle ilgili veya kişisel konularda anlayışlı ve hoşgörülüdür.
8. _____ Çalışan bir ebeveyn olmaktan kaynaklanan ihtiyaçlarıma karşı olumsuz bir tavır takınır. (r)
9. _____ Ailemle ilgili herhangi bir sorunu nasıl çözmem gerektiğini anlamama yardım eder.
10. _____ Çocuklarımin okuldan dönüş saatinde kısa telefon görüşmelerine izin verir.

Amiriniz: _____ kadın ; _____ erkek

Bölüm 5

Aşağıda yazan cümlelerin size ne kadar uyduğunu belirtiniz.

1	2	3	4	5
Bana hiç uygun değil	Bana uygun değil	Ortadayım (bana biraz uygun, biraz uygun değil)	Bana uygun	Bana çok uygun

1. _____ İşimin gerekleri, ev ve aile hayatıma engel olabiliyor.
2. _____ İşime ayırmam gereken zaman, aile sorumluluklarımı yerine getirmemi zorlaştırıyor.
3. _____ Evde yapmak istediklerimi, işimin bana yüklediği sorumluluklardan dolayı bir kenara itmek zorunda kalıyorum.
4. _____ İşimle ilgili konular yüzünden üzerimde hissettiğim baskı, ailevi sorumluluklarımı yerine getirebilmeme engel oluyor.
5. _____ İşimle ilgili görevlerden dolayı aile planlarımı değiştirmek zorunda kalıyorum.
6. _____ Ailemin ve/veya eşimin talep ve beklentileri, benim işle ilgili faaliyetler yapmama engel oluyor.
7. _____ Evdeki işlerime zaman ayırabilmek için işimle ilgili şeyleri bir kenara itmek durumunda kalıyorum.

8. _____İşte yapmak istediklerimi, eşimin ve ailemin bana yüklediği sorumluluklardan dolayı yetiştiremiyorum.
9. _____Ev hayatım, işimle ilgili; işe zamanında gelmek, günlük işlerimi yapmak, fazla mesaiye kalmak gibi sorumlulukları yerine getirme yeteneğimi engelliyor.
10. _____Aile ile ilgili konular yüzünden üzerimde hissettiğim baskı, işimle ilgili sorumluluklarımı yerine getirebilmemi engelliyor.

11. Evde ücretli ya da ücretsiz bir yardımcınız var mı?

Hayır__ (cevabınız hayır ise, 12. sorudaki tabloya geçiniz)

Evet: ücretli yardımcı ____ ücretsiz yardımcı ____ Kim? (anne vs..)_____

12. Aşağıdaki tabloda belirtilen kişilerin size hangi konuda ve ne kadar süreyle yardımcı olduğunu tabloya işleyiniz.

Kolon 1 ve 3 için uygun kutulara (X) işareti koyunuz.

Kolon 2 ve 4 için uygun kutulara saat yazınız.

	1)Çocuk bakımı	2) Haftada Kaç Saat ?	3)Ev işleri	4) Haftada Kaç Saat?
ücretli yardımcı				
ücretsiz yardımcı				
Eş				



Bölüm 6

Aşağıda verilen davranışları ne sıklıkla yaptığınızı aşağıdaki ölçeğe dayanarak, size uygun rakamı cümlelerin başındaki boşluklara yazmak suretiyle belirtiniz.

1	2	3	4	5	6
Her zaman böyle davranırım	Çoğunlukla böyle davranırım	Sık sık böyle davranırım	Arada sırada böyle davranırım	Ender olarak böyle davranırım	Hiçbir zaman böyle davranmam

- _____ Bir sorunumu çözmek için kullandığım çözüm yolları başarısız ise bunların neden başarısız olduğunu araştırmam.
- _____ Zor bir sorunla karşılaştığımda ne olduğunu tam olarak belirleyebilmek için nasıl bilgi toplayacağımı uzun boylu düşünmem.
- _____ Bir sorunumu çözmek için gösterdiğim ilk çabalar başarısız olursa o sorun ile başa çıkabileceğimden şüpheye düşerim.
- _____ Bir sorunumu çözdükten sonra bu sorunu çözerken neyin işe yaradığını, neyin yaramadığını ayrıntılı olarak düşünmem.
- _____ Bir sorunumu çözmek için belli bir yolu denedikten sonra durur ve ortaya çıkan sonuç ile olması gerektiğini düşündüğüm sonucu karşılaştırırım. (r)
- _____ Bir sorunum olduğunda onu çözebilmek için başvurabileceğim yolların hepsini düşünmeye çalışırım. (r)
- _____ Bir sorunla karşılaştığımda neler hissettiğimi anlamak için duygularımı incelerim. (r)
- _____ Bazen durup sorunlarım üzerinde düşünmek yerine gelişigüzel sürüklenip giderim.
- _____ Bir karar vermeye çalışırken her seçeneğin sonuçlarını ölçer, tartar, birbirleriyle karşılaştırır, sonra karar veririm. (r)
- _____ Belli bir çözüm planını uygulamaya koymadan önce, nasıl bir sonuç vereceğini tahmin etmeye çalışırım. (r)
- _____ Bazen bir sorunu çözmek için çabaladığım halde, bir türlü esas konuya giremediğim ve gereksiz ayrıntılarla uğraştığım duygusuna kapılırım.
- _____ Ani kararlar veririm ve sonra pişmanlık duyarım.
- _____ Bir sorunla karşılaştığımda bu sorunun çıkmasında katkısı olabilecek benim dışındaki etmenleri genellikle dikkate almam.
- _____ Bir konuyla karşılaştığımda, ilk yaptığım şeylerden biri, durumu gözden geçirmek ve konuyla ilgili olabilecek her türlü bilgiyi dikkate almaktır. (r)
- _____ Bazen duygusal olarak öylesine etkilenirim ki, sorunumla başa çıkma yollarından pek çoğunu dikkate bile almam.
- _____ Bir karar verdikten sonra, ortaya çıkan sonuç genellikle benim beklediğim sonuca uyar. (r)
- _____ Bir sorunun farkına vardığımda, ilk yaptığım şeylerden biri, sorunun tam olarak ne olduğunu anlamaya çalışmaktır. (r)

Bölüm 7

Hayatınızı genel olarak değerlendirdiğinizde (maddi ve manevi olarak), aşağıdaki cümlelere ne dereceye kadar katıldığınızı, kendinize uygun sayıyı cümlelerin başındaki boşluklara yazmak suretiyle belirtiniz.

1	2	3	4	5
Kesinlikle	Katılmıyorum	Ortadayım	Katılıyorum	Kesinlikle
Katılmıyorum		(biraz katılıyorum, biraz katılmıyorum)		katılıyorum

1. _____ Hayatım birçok yönlerden idealimdekine yakın.
2. _____ Hayat şartlarım mükemmel.
3. _____ Hayatımdan memnunum.
4. _____ Hayatım, yakın çevremdekilerin çoğunun hayatından daha iyi.
5. _____ Hayattan şimdiye kadar istediğim önemli şeyleri elde ettim.
6. _____ Eğer hayata yeniden başlasaydım hemen hemen hiçbir şeyi değiştirmezdim.

Bölüm 8

Lütfen, aşağıdaki cümlelere ne dereceye kadar katıldığınızı kendinize uygun sayıyı cümlelerin başındaki boşluklara yazmak suretiyle belirtiniz.

1	2	3	4	5
Kesinlikle	Katılmıyorum	Ortadayım	Katılıyorum	Kesinlikle
Katılmıyorum		(biraz katılıyorum, biraz katılmıyorum)		katılıyorum

1. _____ Ailemizde her türlü konu ve fikir açıkça konuşulur.
2. _____ Evimizde biri bir şey söylediği zaman diğerleri aynı şeyi anlar.
3. _____ Bizim evde olaylar karşısındaki düşünce ve duygular konuşmaktan çok davranışla ifade edilir. (r)
4. _____ Bizim evde sözle söylenenler, davranışlarla anlatılanı tutmaz. (r)
5. _____ Evdekilerle çatışmaktansa, susmayı ve başkalarıyla konuşmayı yeğlerim. (r)
6. _____ Bizim evde kesinlikle konuşulmayacak konular bence çok fazladır. (r)
7. _____ Eşime zayıflıklarımı, korku ve endişelerimi rahatlıkla söylerim.
8. _____ Eşime özel duygu, fantezi ve arzularımı rahatlıkla söylerim.
9. _____ Ailemizdeki iletişimi son derece doyurucu bulurum. (r)
10. _____ Birimizin işte, okulda veya arkadaşından öğrendiği bir şey evde genellikle ilgi görür, tartışılır ve beğenilirse uygulanır.
11. _____ Ailem başkalarından gelen eleştiri ya da önerilere tamamen kapalıdır. (r)

12. _____ Evimizde TV, radyo, gazete, dergi, kitap, konferans, sinema, tiyatro gibi yollarla yeni şeyler öğrenmeye ve dünyada olup bitenlere çok ilgi duyulur.
13. _____ Bizim evde iş, okul ve ev işleri dışında birçok uğraş (hobiler, özel ilgiler, spor faaliyetleri, vb.) vardır.
14. _____ Doğrusu, ailemden daha çok bağlı olduğum bir insan (arkadaş, sevgili, öğretmen, terapist, kendi ailem, akraba vb.) var. (r)
15. _____ Ailem (veya eşim) benim pek çok arkadaşım ile tanışır.
16. _____ Ailemizdeki dayanışma ve birlik duygusu çok güçlüdür.
17. _____ Eşim evde kendi başına geçirmek istediğim zamana (bir iş yaparken, okurken, dinlenirken, vb.) karşı tavrı son derece anlayışlıdır, beni rahat bırakır.
18. _____ Birbirimizle çok iyi geçiniriz.
19. _____ Bizim ailede herkesin birbirini değiştirmeye çalıştığı çok belirgindir. (r)
20. _____ Bizim evde kimsenin eleştiriye tahammülü yoktur. (r)
21. _____ Bizim ailede her çeşit duygunun (üzüntü, mutluluk, coşku, kızgınlık, korku vb.) hissettiğimiz gibi yaşanması olağandır.
22. _____ Bence ailemizde değişmesi mümkün olamayacak tavırlar çoktur. (r)
23. _____ Birbirimize yeterince sevgi ve şefkat gösteririz.

Bölüm 9

Lütfen, aşağıdaki cümlelere ne dereceye kadar katıldığınızı kendinize uygun sayıyı cümlelerin başındaki boşluklara yazmak suretiyle belirtiniz.

1	2	3	4	5
Kesinlikle	Katılmıyorum	Ortadayım	Katılıyorum	Kesinlikle
Katılmıyorum		(biraz katılıyorum, biraz katılmıyorum)		katılıyorum

1. _____ Çalıştığım için suçluluk hissediyorum.
2. _____ Her gün çocuğumu bırakıp işe gittiğim için suçluluk hissediyorum.
3. _____ Evimle ilgili işleri istediğim oranda yapamadığım için suçluluk hissediyorum.
4. _____ Eşimle istediğim gibi ilgilenemediğim için suçluluk hissediyorum.
5. _____ Çocuğumla istediğim gibi ilgilenemediğim için suçluluk hissediyorum.
6. _____ Çocuklarımla yeteri kadar zaman geçiremediğim için suçluluk hissediyorum.
7. _____ Sabahları çocuğumu uyurken bırakıp gittiğim için suçluluk hissediyorum.
8. _____ Zaman zaman aklım işimde kaldığı için suçluluk hissediyorum.
9. _____ Sosyal aktiviteler için çocuğumu bırakıp gittiğim için suçluluk duyuyorum.

ARAŞTIRMAMIZA KATKIDA BULUNDUĞUNUZ İÇİN TEŞEKKÜR EDERİZ.

Appendix 2 Factor Analyses

Appendix 2a

Exploratory Factor Analysis Results for Spousal Support Items (N= 463 individuals)

Item	Factor Loadings							
	1	2	3	4	5	6	7	8
42. İşte zor bir hafta geçirdiğimde, eşim ev işlerinin çoğunu yapmaya çalışır.	.779	.128	.128	.213	-.018	.000	-.036	.007
20. Eşim günlük ev işlerinin birçok detayını benim üzerime bırakıyor.	.754	-.021	.220	.019	.007	-.090	.000	-.157
35. Eşim rutin ev işlerinde bana yardım eder.	.747	.014	.082	.216	-.108	.250	.063	.199
11. Ev işlerinde eşim kendi payına düşen görevleri yerine getirir.	.746	.092	.058	.185	.047	.187	-.029	-.021
16. Gerektiğinde eşim, evi toplamaya isteklilik gösterir.	.722	.073	.171	.187	.017	.194	-.097	.064
38. Eğer işte geç saate kadar çalışmam gerekirse, eşime evle ilgili her şeyle ilgileneceği konusunda güvenebilirim.	.719	.249	.080	.283	.067	-.003	.089	.133
7. İş için şehirden ayrılmam gerekse, eşim ev işlerini yapmakta zorlanırdı.	.687	-.011	.099	.008	.203	-.069	.010	-.027
41. Evde vaktimin çoğunu eşimin arkasını toplamakla geçiriyorum.	.666	.053	.166	.017	.060	-.056	.115	-.003
4. Eşim, ev işleri konusunda benimle işbirliği yapar.	.646	.119	.178	.077	-.060	.317	.111	.159
27. İşimin getirdiği yükümlülükler artarsa, eşim evle ilgili daha fazla sorumluluk yüklenir.	.570	.173	.135	.455	-.125	-.039	.227	.081
1. Eşim, kendisinin yapması gereken şeyleri bana yüklüyor.	.523	.086	.184	.050	.116	.053	.348	-.254
9. Eşim benden sürekli bir şeyleri talep eder ve bekler gibi görünür.	.428	.003	.185	.196	.195	.111	.374	.007
28. İşimle ilgili problemleri eşimle görüşmeyi yararlı buluyorum.	.058	.794	.034	.146	.009	-.093	.054	.169
43. İşte bir problemim olduğunda, bunu genellikle eşimle paylaşıyorum.	.070	.782	.192	.136	.137	-.011	.070	.242
37. İşimle ilgili olarak içimi rahatlatmaya ihtiyacım olduğunda eşime yönelirim.	.095	.759	.080	.261	.068	.002	.001	.026
10. İşimle ilgili problemleri eşimle konuştuktan sonra kendimi daha iyi hissedirim.	.014	.682	.058	.116	.134	.166	.050	.059
39. Eşime, işimle ilgili bir problem hakkında fikir sorarken kendimi rahat hissediyorum.	.153	.663	.251	.311	.242	-.137	.055	.040
19. Eşim, işimle ilgili problemlere farklı açıdan bakmamı sağlamaktadır.	.124	.611	.128	.174	-.084	.182	.074	-.211
14. İşimle ilgili faaliyetleri eşimle konuşmakta zorluk çekiyorum.	.026	.512	.418	.113	.048	.272	-.129	-.226
21. Eşim, işimle ilgili problemleri dinlemek istemiyor.	.178	.127	.726	.201	.119	-.093	.159	.033
2. Eşim işimde günümü nasıl geçirdiğimi dinlemek istemiyor gibi görünüyor.	.196	.118	.712	.152	.054	.066	.090	-.034

Item	Factor Loadings							
	1	2	3	4	5	6	7	8
22. İşimden bahsettiğimde eşim sıkılıyor gibi görünüyor.	.156	.149	.687	.201	.230	-.146	.206	-.003
18. Eşimin işte yaptıklarımla daha çok ilgilenmesini isterdim.	.199	-.002	.618	.080	.167	.125	-.106	.192
5. Eşime işimden bahsettiğimde beni dinlemiyor.	.222	.123	.614	.083	.328	.004	-.083	.058
6. Eşim bana, düzenli olarak, her gün işimin nasıl gittiğini sorar.	.184	.151	.600	.255	-.274	.045	.092	.055
17. İşimle ilgili konuşmak istediğimde, eşim bana her zaman vakit ayırıyor.	.237	.278	.562	.410	-.005	.096	.000	-.088
13. Eşim işim ile ilgilenir.	.034	.441	.514	.252	-.191	.177	.042	-.107
3. İşle ilgili bir şey beni rahatsız ettiğinde, eşim benim nasıl hissettiğimi anladığımı gösteriyor.	.079	.429	.438	.306	-.131	.173	.008	-.096
31. Eşim işteki başarımı duymaktan zevk alır.	.160	.119	.315	.717	.096	-.043	.055	.131
25. İşimde başarılı olduğumda eşim benim için mutlu oluyor.	.081	.161	.201	.698	.023	.129	.021	.169
33. Eşimin işim hakkında olumlu bir tutumu vardır.	.181	.205	.196	.635	.345	.174	-.065	.184
26. İşimden dolayı üzgün olduğumda, eşim kendimi daha iyi hissetmeme yardım eder.	.203	.381	.286	.634	.022	.036	.025	-.120
29. Eşim işimden zevk almamı istiyor.	.215	.303	.093	.539	.086	-.002	.014	-.081
40. İşten ötürü üzgün olduğumda eşim anlayış gösterir.	.292	.382	.296	.512	.133	-.038	.011	-.019
15. İşimde hayal kırıklığına uğradığımda, eşim beni anlamaya çalışır.	.123	.370	.396	.501	.065	.079	-.012	-.060
32. İşe geç kaldığımda, eşimin bana yardımcı olacağına güvenirim.	.352	.264	.034	.482	.114	.119	.119	-.074
12. İşte zor bir gün geçirdiğimde eşim beni neşelendirmeye çalışır.	.235	.406	.351	.429	-.189	.244	.022	-.274
8. Para kazandığım sürece ne iş yaptığımı eşim için fark etmez.	.067	.188	.126	.144	.562	.081	.064	-.080
24. Eşim işime az saygı duyuyor.	.092	.023	.337	.230	.455	.392	.140	.044
34. İşimde bir problem olduğunda eşim beni suçlar gibi görünüyor.	.145	.165	.337	.335	.353	-.126	.036	-.341
23. Gerektiğinde eşim bana ufak tefek işlerde yardımcı oluyor.	.328	.179	.002	.103	.149	.675	.122	.038
30. Eşim bana evin onarımı ve bakımı konusunda çok fazla sorumluluk veriyor.	.117	.110	.079	.011	.032	.081	.870	-.002
36. İşimle ilgili bir problem olduğunda eşim endişesini dile getirir.	.191	.326	.178	.208	-.091	.052	-.020	.633
Percentage of Variance	14.89	11.87	11.35	10.53	3.41	3.08	3.07	2.69
Eigenvalues	14.00	3.98	2.26	1.41	1.31	1.12	1.08	1.03

Appendix 2b

Exploratory Factor Analysis Results for Spousal Support Items (N= 463 individuals)

Item	Factor Loadings	
	1	2
Factor 1: Instrumental Support		
13. Eşim rutin ev işlerinde bana yardım eder.	.798	.063
18. İşte zor bir hafta geçirdiğimde, eşim ev işlerinin çoğunu yapmaya çalışır.	.793	.155
6. Ev işlerinde eşim kendi payına düşen görevleri yerine getirir.	.771	.120
8. Gerektiğinde eşim, evi toplamaya isteklilik gösterir.	.761	.126
15. Eğer işte geç saate kadar çalışmam gerekirse, eşime evle ilgili her şeyle ilgileneceği konusunda güvenebilirim.	.755	.302
10. Eşim günlük ev işlerinin birçok detayını benim üzerime bırakıyor.	.751	-.021
2. Eşim, ev işleri konusunda benimle işbirliği yapar.	.697	.166
3. İş için şehirden ayrılmam gerekirse, eşim ev işlerini yapmakta zorlanırdı.	.675	-.018
11. İşimin getirdiği yükümlülükler artarsa, eşim evle ilgili daha fazla sorumluluk yüklenir.	.669	.295
17. Evde vaktimin çoğunu eşimin arkasını toplamakla geçiriyorum.	.669	.050
1. Eşim, kendisinin yapması gereken şeyleri bana yüklüyor.	.581	.109
4. Eşim benden sürekli bir şeyleri talep eder ve bekler gibi görünür.	.548	.123
Factor 2: Emotional Support		
19. İşte bir problemim olduğunda, bunu genellikle eşimle paylaşıyorum.	.101	.832
12. İşimle ilgili problemleri eşimle görüşmeyi yararlı buluyorum.	.046	.801
14. İşimle ilgili olarak içimi rahatlatmaya ihtiyacım olduğunda eşime yönelirim.	.114	.798
16. Eşime, işimle ilgili bir problem hakkında fikir sorarken kendimi rahat hissediyorum.	.215	.772
5. İşimle ilgili problemleri eşimle konuştuktan sonra kendimi daha iyi hissederim.	.036	.709
9. Eşim, işimle ilgili problemlere farklı açıdan bakmamı sağlamaktadır.	.168	.633
7. İşimle ilgili faaliyetleri eşimle konuşmakta zorluk çekiyorum.	.104	.614
Percentage of Variance	32.43	21.80
Eigenvalues	7.06	3.25

Appendix 2c

Exploratory Factor Analysis Results for Spousal Support Items (N= 374 individuals)

Item	Factor Loadings	
	1	2
Factor 1: Instrumental Support		
13. Eşim rutin ev işlerinde bana yardım eder.	.778	.064
8. Gerektiğinde eşim, evi toplamaya isteklilik gösterir.	.758	.050
6. Ev işlerinde eşim kendi payına düşen görevleri yerine getirir.	.754	.223
18. İşte zor bir hafta geçirdiğimde, eşim ev işlerinin çoğunu yapmaya çalışır.	.740	.158
10. Eşim günlük ev işlerinin birçok detayını benim üzerime bırakıyor.	.719	-.019
17. Evde vaktimin çoğunu eşimin arkasını toplamakla geçiriyorum.	.710	.003
15. Eğer işte geç saate kadar çalışmam gerekirse, eşime evle ilgili her şeyle ilgileneceği konusunda güvenebilirim.	.704	.281
2. Eşim, ev işleri konusunda benimle işbirliği yapar.	.674	.063
3. İş için şehirden ayrılmam gerekirse, eşim ev işlerini yapmakta zorlanırdı.	.617	.007
1. Eşim, kendisinin yapması gereken şeyleri bana yüklüyor.	.610	.116
11. İşimin getirdiği yükümlülükler artarsa, eşim evle ilgili daha fazla sorumluluk yüklenir.	.598	.301
4. Eşim benden sürekli bir şeyleri talep eder ve bekler gibi görünür.	.474	.189
Factor 2: Emotional Support		
16. Eşime, işimle ilgili bir problem hakkında fikir sorarken kendimi rahat hissediyorum.	.136	.827
19. İşte bir problemim olduğunda, bunu genellikle eşimle paylaşıyorum.	.097	.819
12. İşimle ilgili problemleri eşimle görüşmeyi yararlı buluyorum.	.095	.806
14. İşimle ilgili olarak içimi rahatlatmaya ihtiyacım olduğunda eşime yönelirim.	.153	.784
5. İşimle ilgili problemleri eşimle konuştuktan sonra kendimi daha iyi hissederim.	.025	.739
9. Eşim, işimle ilgili problemlere farklı açıdan bakmamı sağlamaktadır.	.164	.690
7. İşimle ilgili faaliyetleri eşimle konuşmakta zorluk çekiyorum.	.096	.663
Percentage of Variance	29.99	23.08
Eigenvalues	6.71	3.38

Appendix 2d

Factor Analysis Results for Problem Solving Behavior Items (N=463 individuals)

Item	Factor Loadings				
	1	2	3	4	5
Factor 1: Deliberative Approach					
14. Bir konuyla karşılaştığımda, ilk yaptığım şeylerden biri, durumu gözden geçirmek ve konuyla ilgili olabilecek her türlü bilgiyi dikkate almaktır.	.773	-.164	-.096	-.192	.154
17. Bir sorunun farkına vardığımda, ilk yaptığım şeylerden biri, sorunun tam olarak ne olduğunu anlamaya çalışmaktır.	.748	-.211	-.109	-.103	.015
16. Bir karar verdikten sonra, ortaya çıkan sonuç genellikle benim beklediğim sonuca uyar.	.673	-.120	-.090	.105	.099
10. Belli bir çözüm planını uygulamaya koymadan önce, nasıl bir sonuç vereceğini tahmin etmeye çalışırım.	.541	-.080	-.184	-.007	.272
9. Bir karar vermeye çalışırken her seçeneğin sonuçlarını ölçer, tartar, birbirleriyle karşılaştırır, sonra karar veririm.	.522	-.101	-.038	-.266	.404
Factor 2: Evasive Approach					
4. Bir sorunu çözdükten sonra bu sorunu çözerken neyin işe yaradığını, neyin yaramadığını ayrıntılı olarak düşünmem.	-.118	.716	.085	.035	-.214
1. Bir sorunu çözmek için kullandığım çözüm yolları başarısız ise bunların neden başarısız olduğunu araştırmam.	-.191	.691	.179	-.088	-.006
2. Zor bir sorunla karşılaştığımda ne olduğunu tam olarak belirleyebilmek için nasıl bilgi toplayacağımı uzun boylu düşünmem.	-.182	.679	-.018	.202	-.250
3. Bir sorunu çözmek için gösterdiğim ilk çabalar başarısız olursa o sorun ile başa çıkabileceğimden şüpheye düşerim.	-.239	.535	.366	-.205	-.046
21. Bir soruna yönelik olası çözüm yollarını düşünürken çok fazla seçenek üretmem (Originally impetuous dimension).	-.001	.517	.122	.365	-.123
15. Bir sorunla ilgili olası bir çözüm yolu üzerinde karar vermeye çalışırken seçeneklerin başarı olasılığını tek tek değerlendirmem (Originally impetuous dimension).	-.115	.498	.227	.310	-.040

İtem	Factor Loadings				
	1	2	3	4	5
Factor 3: Impetuous Approach					
11. Bazen bir sorunu çözmek için çabaladığım halde, bir türlü esas konuya giremediğim ve gereksiz ayrıntılarla uğraştığım duygusuna kapılırım.	.019	.017	.801	.073	.011
12. Ani kararlar veririm ve sonra pişmanlık duyarım.	-.080	.086	.748	.091	-.078
15. Bazen duygusal olarak öylesine etkilenirim ki, sorunumla başa çıkma yollarından pek çoğunu dikkate bile almam.	-.220	.244	.616	.182	.016
8. Bazen durup sorunlarım üzerinde düşünmek yerine gelişigüzel sürüklenip giderim.	-.282	.292	.503	.281	-.111
13. Bir sorunla karşılaştığımda bu sorunun çıkmasında katkısı olabilecek benim dışındaki etmenleri genellikle dikkate almam.	-.182	.284	.468	.239	-.074
Factor 4: Impetuous Approach (2)					
17. Genellikle aklıma gelen ilk fikir doğrultusunda hareket ederim (Originally impetuous approach).	-.103	.058	.186	.818	.026
13. Bir sorunla karşılaştığımda onu çözmek için genellikle aklıma ilk gelen yolu izlerim (Originally impetuous approach).	-.047	.093	.188	.809	-.045
Factor 5: Evaluative Approach					
7. Bir sorunla karşılaştığımda neler hissettiğimi anlamak için duygularımı incelerim.	.012	-.092	.049	.049	.767
6. Bir sorunum olduğunda onu çözebilmek için başvurabileceğim yolların hepsini düşünmeye çalışırım.	.389	-.152	-.074	-.031	.688
5. Bir sorunumu çözmek için belli bir yolu denedikten sonra durur ve ortaya çıkan sonuç ile olması gerektiğini düşündüğüm sonucu karşılaştırırım.	.258	-.221	-.140	-.078	.673
Percentage of Variance	12.98	12.77	11.69	9.37	9.23
Eigenvalues	5.97	2.10	1.39	1.30	1.01

Appendix 2e

Factor Analysis Results for Problem Solving Behavior Items (N=374 individuals)

Item	Factor Loadings			
	1	2	3	4
Factor 1: Deliberative Approach				
17. Bir sorunun farkına vardığımda, ilk yaptığım şeylerden biri, sorunun tam olarak ne olduğunu anlamaya çalışmaktır.	.808	.097	.133	.066
14. Bir konuyla karşılaştığımda, ilk yaptığım şeylerden biri, durumu gözden geçirmek ve konuyla ilgili olabilecek her türlü bilgiyi dikkate almaktır.	.754	.178	.128	.174
16. Bir karar verdikten sonra, ortaya çıkan sonuç genellikle benim beklediğim sonuca uyar.	.702	.065	.218	-.006
10. Belli bir çözüm planını uygulamaya koymadan önce, nasıl bir sonuç vereceğini tahmin etmeye çalışırım.	.604	.190	.042	.275
9. Bir karar vermeye çalışırken her seçeneğin sonuçlarını ölçer, tartar, birbirleriyle karşılaştırır, sonra karar veririm.	.566	.072	.294	.307
Factor 2: Impetuous Approach				
11. Bazen bir sorunu çözmek için çabaladığım halde, bir türlü esas konuya giremediğim ve gereksiz ayrıntılarla uğraştığım duygusuna kapılırım.	.025	.743	.026	-.078
12. Ani kararlar veririm ve sonra pişmanlık duyarım.	.042	.675	.150	-.053
15. Bazen duygusal olarak öylesine etkilenirim ki, sorunumla başa çıkma yollarından pek çoğunu dikkate bile almam.	.148	.670	.287	-.067
13. Bir sorunla karşılaştığımda bu sorunun çıkmasında katkısı olabilecek benim dışımdaki etmenleri genellikle dikkate almam.	.205	.638	-.025	.188
8. Bazen durup sorunlarım üzerinde düşünmek yerine gelişigüzel sürüklenip giderim.	.166	.614	.264	.178
Factor 3: Evasive Approach				
1. Bir sorunu çözmek için kullandığım çözüm yolları başarısız ise bunların neden başarısız olduğunu araştırmam.	.210	.146	.765	-.017
4. Bir sorunumu çözdükten sonra bu sorunu çözerken neyin işe yaradığını, neyin yaramadığını ayrıntılı olarak düşünmem.	.078	.113	.686	.334
2. Zor bir sorunla karşılaştığımda ne olduğunu tam olarak belirleyebilmek için nasıl bilgi toplayacağımı uzun boylu düşünmem.	.157	.099	.619	.324
3. Bir sorunumu çözmek için gösterdiğim ilk çabalar başarısız olursa o sorun ile başa çıkabileceğimden şüpheye düşerim.	.268	.307	.585	-.042

Item	Factor Loadings			
	1	2	3	4
Factor 4: Evaluative Approach				
7. Bir sorunla karşılaştığımda neler hissettiğimi anlamak için duygularımı incelerim.	.052	-.128	.029	.725
5. Bir sorunumu çözmek için belli bir yolu denedikten sonra durur ve ortaya çıkan sonuç ile olması gerektiğini düşündüğüm sonucu karşılaştırırım.	.166	.145	.253	.683
6. Bir sorunum olduğunda onu çözebilmek için başvurabileceğim yolların hepsini düşünmeye çalışırım.	.397	.054	.129	.674
Percentage of Variance	16.63	14.75	12.99	11.48
Eigenvalues	5.17	2.01	1.27	1.04

Appendix 2f

Exploratory Factor Analysis Results for Marital Satisfaction Items (N= 374 individuals)

Item	Factor Loadings				
	1	2	3	4	5
Factor 1:					
18. Birbirimizle çok iyi geçiniriz.	.742	.179	.336	.031	.030
16. Ailemizdeki dayanışma ve birlik duygusu çok güçlüdür.	.739	.064	.253	.032	.285
23. Birbirimize yeterince sevgi ve şefkat gösteririz.	.694	.227	.327	-.037	.116
17. Eşim evde kendi başıma geçirmek istediğim zamana (bir iş yaparken, okurken, dinlenirken, vb.) karşı son derece anlayışlıdır, beni rahat bırakır.	.658	.142	.010	.356	-.084
9. Ailemizdeki iletişimi son derece doyurucu bulurum.	.606	.317	.508	.062	.041
2. Evimizde biri bir şey söylediği zaman diğerleri aynı şeyi anlar.	.415	.320	.358	.079	.115
21. Bizim evde her çeşit duygunun (üzüntü, mutluluk, coşku, kızgınlık, korku, vb.) hissettiğimiz gibi yaşanması olağandır.	.402	.135	.102	.359	.070
Factor 2:					
6. Bizim evde kesinlikle konuşulmayacak konular bence çok fazladır.	.079	.643	.204	-.030	.344
3. Bizim evde olaylar karşısındaki düşünce ve duygular konuşmaktan çok davranışla ifade edilir.	-.024	.634	.078	-.048	.077
4. Bizim evde sözle söylenenler, davranışlarla anlatılanı tutmaz.	.380	.594	.098	.042	.185
5. Evdekilerle çatışmaktansa, susmayı ve başkalarıyla konuşmayı yeğlerim.	.152	.593	.192	.022	-.043
20. Bizim evde kimsenin eleştiriye tahammülü yoktur.	.443	.552	.061	.172	.018
22. Bence ailemizde değişmesi mümkün olamayacak tavırlar çoktur.	.229	.532	.048	.297	-.042
19. Bizim ailede herkesin birbirini değiştirmeye çalıştığı çok belirgindir.	.390	.453	.137	.178	-.006

İtem	Factor Loadings				
	1	2	3	4	5
Factor 3:					
8. Eşime özel duygu, fantezi ve arzularımı rahatlıkla söylerim.	.245	.086	.798	.133	-.051
7. Eşime zayıflıklarımı, korku ve endişelerimi rahatlıkla söylerim.	.178	.227	.752	.051	.113
10. Birimizin işte, okulda ve arkadaşından öğrendiği bir şey evde genellikle ilgi görür, tartışılır ve beğenilirse uygulanır.	.259	.082	.442	.359	.259
1. Ailemizde her türlü konu ve fikir açıkça konuşulur.	.288	.332	.422	.035	.232
Factor 4:					
13. Bizim evde iş, okul ve ev işleri dışında birçok uğraş (hobiler, özel ilgiler, spor faaliyetleri, vb.) vardır.	.134	.133	-.033	.760	.058
12. Evimizde TV, radyo, gazete, dergi, kitap, konferans, sinema, tiyatro gibi yollarla yeni şeyler öğrenmeye ve dünyada olup bitenlere çok ilgi duyulur.	.030	-.003	.283	.691	.171
Factor 5:					
14. Doğrusu, ailemden daha çok bağlı olduğum bir insane (arkadaş, sevgili, öğretmen, terapist, kendi ailem, akraba, vb.) vardır.	.344	.248	.019	-.361	.360
15. Ailem (veya eşim) benim pek çok arkadaşım ile tanışır.	.215	-.105	.134	.145	.737
11. Ailem başkalarından gelen eleştiri ve önerilere tamamen kapalıdır.	-.074	.307	.022	.116	.673
Percentage of Variance	16.17	13.05	10.77	7.81	6.86
Eigenvalues	7.27	1.63	1.40	1.26	1.01
