

MONOGRAPH

Disentangling the Relationship Between Gender and Work–Family Conflict: An Integration of Theoretical Perspectives Using Meta-Analytic Methods

Kristen M. Shockley
University of Georgia

Winnie Shen
University of Waterloo

Michael M. DeNunzio
Baruch College and The Graduate Center, City University of
New York

Maryana L. Arvan
University of South Florida

Eric A. Knudsen
Baruch College and The Graduate Center, City University of New York

Implicit in many discussions of work–family issues is the idea that managing the work–family interface is more challenging for women than men. We address whether this intuition is supported by the empirical data via a meta-analysis of gender differences in work–family conflict (WFC) based on more than 350 independent samples ($N > 250,000$ workers). Challenging lay perceptions, our results demonstrate that men and women generally do not differ on their reports of WFC, though there were some modest moderating effects of dual-earner status, parental status, type of WFC (i.e., time-, strain-, vs. behavior-based), and when limiting samples to men and women who held the same job. To better understand the relationship between gender and WFC, we engaged in theory-testing of mediating mechanisms based on commonly invoked theoretical perspectives. We found evidence in support of the rational view, no support for the sensitization and male segmentation perspectives, and partial support for the asymmetrical domain permeability model. Finally, we build theory by seeking to identify omitted mediators that explain the relationship between gender and work-interference-with-family, given evidence that existing theoretically specified mechanisms are insufficient to explain this relationship. Overall, we find more evidence for similarity rather than difference in the degree of WFC experienced by men and women.

Keywords: gender differences, measurement invariance, meta-analysis, work–family conflict

Supplemental materials: <http://dx.doi.org/10.1037/apl0000246.supp>

In their 2005 monograph reviewing the state of work–family research, Eby, Casper, Lockwood, Bordeaux, and Brinley concluded that “gender is deeply engrained in [work–family] rela-

tions” and that “gender differences and gender role issues are essential to consider to fully understand the work–family interface” (p. 181). The sentiments of the popular press seem to also reflect this idea. A popular article in *The Atlantic*, Anne Marie Slaughter’s (2012) “Why Women Still Can’t Have It All” encapsulates this idea in the title itself; the article focuses on the difficulties of managing both a highly demanding career and a family for women. In *Lean In*, Sheryl Sandberg (2013) observes that unlike her male counterparts, she is “inevitably” asked how she balances work and family when serving as a panelist. These accounts provide additional evidence that many people perceive work–family management as a gendered issue.

Although the popular press paints a simple picture that women have more difficulty than men juggling work and family, little consensus regarding the nature of this relationship has been reached in the academic literature because of both inconsistent empirical results and competing theoretical perspectives that have operated largely independently in the research literature. Thus, the overarching purpose of the present investigation is to clarify the relationship between gender and the most commonly researched

This article was published Online First July 27, 2017.

Kristen M. Shockley, Department of Psychology, University of Georgia; Winnie Shen, Department of Psychology, University of Waterloo; Michael M. DeNunzio, Department of Psychology, Baruch College and The Graduate Center, City University of New York; Maryana L. Arvan, Department of Psychology, University of South Florida; Eric A. Knudsen, Department of Psychology, Baruch College and The Graduate Center, City University of New York.

The authors acknowledge Seulki (Rachel) Jang for her assistance in identifying articles for the meta-analysis and all of the authors who were kind enough to share their raw data for the measurement invariance testing. This research was supported in part from the Baruch College Eugene M. Lang Junior Faculty Research Fellowship awarded to the first author; the authors thank the foundation for its support.

Correspondence concerning this article should be addressed to Kristen M. Shockley, Department of Psychology, University of Georgia, 125 Baldwin Street, Athens, GA 30602. E-mail: kshock@uga.edu

work–family construct—work–family conflict (WFC). We conduct a meta-analysis based on 354 and 220 effect sizes of the relationship between gender and work-interference-with-family (WIF) and family-interference-with-work (FIW), respectively. Next, we examine study-level moderators to determine contextual conditions that may impact the size of gender differences in WFC. Finally, we use meta-analytic path analysis to evaluate the merit of multiple mediating mechanisms based on different theoretical perspectives that have been invoked in the literature to understand gender differences in WFC to integrate and refine theory.

Our study makes several key contributions to the work–family literature. First, it offers a meta-analytic estimate based on a very large sample of the “true” association between gender and bidirectional WFC. This provides an estimate that can guide future researchers, rather than having them attempt to posit hypotheses based on an unclear, yet very large extant literature. Second, by empirically testing theoretical assertions regarding the mechanisms that underlie the relationship between gender and WFC, we aim to integrate and shed light on the relative merit of these perspectives, a finding that will help to further future theory-building. Third, from a practical standpoint, current beliefs about gender and WFC affect employees. As examples, men are penalized more than women for incidents of FIW (Butler & Skattebo, 2004) and feel more stigmatized for using work–family management policies, such as flexibility (Vandello, Hettinger, Bosson, & Siddiqi, 2013), while women face career penalties based on assumptions that they, by virtue of being female, experience high levels of WFC and are highly family oriented (e.g., Hoobler, Wayne, & Lemmon, 2009; Lyness & Judiesch, 2014; Tichenor, 2005; Williams, 2001). If the association between gender and WFC is small or null, providing evidence-based information of this is a critical first step in changing harmful stereotypes and allowing people to structure work and family in ways they desire without fear of repercussions. On the other hand, if a gender gap is found, understanding in what contexts it varies (e.g., in certain cultures or for certain workers) can shed light on policies and practices that could be promoted to foster gender equity.

Overview of Existing Research on Gender Differences in WFC

Gender has indeed been the focus or a variable of interest in numerous work–family studies (Bianchi & Milkie, 2010; Eby et al., 2005), but *how* it relates to work–family constructs is both theoretically and empirically debated. The most commonly researched work–family construct is work–family conflict, which is considered to be bidirectional; WIF (FIW) occurs when “participation in the family (work) role is made more difficult by virtue of participation in the work (family) role” (Greenhaus & Beutell, 1985, p. 77). In hypothesizing about gender differences in WFC, researchers often invoke little to no theory. In cases where theoretical explanations are offered, the theories invoked vary considerably across studies, and, subsequently, the nature of predictions regarding gender differences in WFC also vary (and are reviewed in detail below). Further, these theoretical perspectives on gender differences in WFC have generally not been integrated or pitted empirically against each other—leading to the proliferation of contradictory predictions about the relationship between gender and WFC and a fragmented literature.

Empirical results on whether there are gender differences in WFC are equally equivocal. Qualitative reviews of the work–family literature (e.g., Eby et al., 2005; Korabik, McElwain, & Chappell, 2008) indicate that findings are inconsistent, and some reviews (e.g., Frone, 2003) have claimed that there is not clear evidence to suggest any reliable gender differences in WIF or FIW. A meta-analysis by Byron (2005) revealed very small gender differences, such that men experience slightly greater WIF ($r = -.03$, $k = 27$) and women experience slightly greater FIW ($r = .06$, $k = 24$). In both cases, the SD_p for the relationship is sizable, suggesting significant heterogeneity in true effect sizes and the likely presence of moderators. However, Byron’s study was not comprehensive, as it included only a modest number of studies relative to the large number of studies now available on the topic and only explored a limited number of potential moderators. Thus, prior research may not provide the best estimate of the true relationship between gender and WFC.

Overall, given inconsistent empirical evidence to date and contradictory theoretical predictions, we address the overall relationship between gender and WFC as a research question:

Research Question 1: What is the association between gender and (a) WIF and (b) FIW?

Moderators of the Relationship Between Gender and WFC

Inconsistent evidence for gender differences in WFC may be attributable, in part, to the presence of moderators that obscure the nature of these relationships. Given prior empirical research that suggests the relationship between gender and WFC appears to vary meaningfully across contexts (e.g., Byron, 2005), we explore and examine potential moderators of this relationship.

Work and Family Characteristics

One criticism of research on gender differences in WFC is the failure of most studies to equate men and women on meaningful work and family variables (Korabik et al., 2008; Kinnunen, Feldt, Geurts, & Pulkkinen, 2006; Powell & Greenhaus, 2010). This makes it difficult to discern whether observed gender differences (or lack thereof) are attributable to gender or other variables that vary systematically by gender. To address this concern, we examine whether samples based on only certain work and family characteristics produce a different estimate of the gender–WFC relationship from the overall estimate.

We consider four characteristics. First, we focus on the part-time versus full-time status of workers. Given that disproportionately more women work part-time than men (Ryan, 2015; U.S. Bureau of Labor Statistics, 2015), and work hours are linked to WFC (Michel, Kotrba, Mitchelson, Clark, & Baltes, 2011), this is an important consideration. Second, in an effort to equate job characteristics of men and women, we examined a subgroup of samples consisting of men and women employed in the same job. Many occupations are disproportionately occupied by men or women, and this gender segregation varies systematically with factors such as demands, autonomy, and pay (Hegewisch & Hartmann, 2014; Reskin & Bielby, 2005), which in turn are often related to WFC (e.g., Michel et al., 2011). On the family side, we

believe parental status may play an important moderating role. The transition to parenthood marks a point when family demands increase considerably and the division of labor within couples tends to skew more toward traditional gender roles (Neilson & Stanfors, 2014). Thus, gender differences in WFC may be more marked in samples of parents compared with those that are more heterogeneous in family status. Lastly, partner work status also likely alters family demands, and varies considerably by gender, as there are far fewer stay-at-home men versus women (Livingston, 2014). To this end, we focus on samples of dual-earner couples where both members of the couple report on their own WFC in the same study. This not only equates work status but also better equates family demands, as these couples share the same family situation.

Research Question 2: Does the relationship between gender and (a) WIF and (b) FIW vary when considering subgroups of full-time workers, those in the same job, parents, and dual-earner couples?

Gender Egalitarianism of the Cultural Context

Work and family interactions are embedded in the broader cultural, institutional, and economic context in which individuals reside (Ollier-Malaterre & Foucreault, 2017). Of particular relevance to gender differences in WFC are cultural differences in gender egalitarianism, or beliefs and attitudes about the equality of the sexes within the culture (House & Javidan, 2004). Roles of men and women are likely to be more similar (i.e., men and women participate in both work and family domains) in countries or cultures where gender egalitarianism is high. Many of the theories predicting gender differences in WFC are grounded in the different roles and identities of men and women. In places where these differences are minimized, men's and women's experiences with work and family may be more similar, leading to smaller gender differences in WFC (Casper, Harris, Taylor-Bianco, & Wayne, 2011; Fahlén, 2014; Powell, Francesco, & Ling, 2009).

Hypothesis 1: Cultural gender egalitarianism moderates the relationship between gender and (a) WIF and (b) FIW, such that gender differences are smaller in samples from more gender egalitarian cultures.

Date of Publication

In most societies, gender and work roles have shifted considerably over the past several decades (Barnett & Hyde, 2001). In the United States, the proportion of women in the workforce has generally increased over time (although it has slightly decreased in recent years), and this trend is particularly marked for women with children under age 18 (The World Bank, 2016). Additionally, men's time spent in family labor has increased over time and the percentage of both men and women who endorse statements advocating for traditional gender roles, such as "men should earn the money and women should take care of the children and family" continues to decrease (Galinsky, Aumann, & Bond, 2009). Taken together, these statistics suggest that studies conducted more recently should, on average, be based on men and women who share more similar roles and hold more egalitarian values. As such, we

expect gender differences in WFC to be smaller in more recent studies.

Hypothesis 2: Publication date of the study moderates the relationship between gender and (a) WIF and (b) FIW, such that gender differences are smaller in samples from studies published more recently.

Theories Predicting Gender Differences in WFC

Researchers have invoked several theoretical perspectives when predicting gender differences in WFC. Below, we review the most common theories and describe their predictions and theorized mediating processes regarding relationships between gender and WIF/FIW.

Rational View

According to the "rational view" (Gutek, Searle, & Klepa, 1991), the level of WFC a person experiences is mostly derived from the amount of time he or she spends in the work and family domains. A person who works long hours should experience greater WIF resulting from a greater likelihood of work intruding on other life spheres, and those with many family time demands should report greater FIW, as this increases the opportunity that family obligations bleed over to work. From this pattern, gender differences in WIF and FIW should occur as a result of gender differences in work and family hours and responsibilities. Although men and women's roles have become more alike over time (Galinsky et al., 2009), American mothers still spend nearly twice as much time as fathers in household activities (2.2 vs. 1.3 daily hours) and caring for household members (0.6 vs. 0.3 hours; U.S. Bureau of Labor Statistics, 2014a). Comparisons of employed men and women show that men work 0.88 hours more each day than women. This difference is reduced (0.6 hours), though still present, when comparing men and women who are employed full-time (U.S. Bureau of Labor Statistics, 2014b). Thus, based on the predictions of the rational view, women, who on average spend more time in family labor, should experience greater FIW than men, and men, who on average spend more hours in paid employment, should report greater WIF than women.

Sensitization Perspective

The "sensitization perspective" (Duxbury & Higgins, 1991; Duxbury, Higgins, & Lee, 1994; Gutek et al., 1991, also sometimes labeled the "gender role view" or "gender role-expectations theory") relies on assumptions about differential values men and women place around work and family roles due to traditional divisions of labor and gender socialization (Pleck, 1977). Specifically, proponents of this viewpoint argue that traditional gender roles dictate that men place more value in and have a self-concept that is more closely tied to their work roles. Consequently, compared with women, men are more sensitive to intrusions into the work role; thus, they will be more likely to perceive, recall, and report more instances of FIW than women, who are not as likely to translate objective intrusions into their (less valued) work domain as perceived conflict. On the other hand, women will be more disturbed by interruptions to the valued family role than will men and therefore perceive higher WIF. These assumptions are related

to identity theory (Stryker, 1968), which argues that individuals are more likely to defend a role that is more relevant and associated with their self-concept (Baumeister, Smart, & Boden, 1996). To summarize, the sensitization perspective does not directly speak to whether there are gender differences in objective WFC events. Rather, it argues that men and women differentially perceive and label these events based on valued roles, resulting in men subjectively experiencing and reporting greater FIW and women subjectively experiencing and reporting greater WIF.

Boundary Management

Boundary theory asserts that humans create boundaries to cope with and understand their environments (Nippert-Eng, 1996). This concept has been specifically applied to work and family, with considerable research devoted to understanding the way that people construct, maintain, and negotiate social and mental boundaries around various life roles (Allen, Cho, & Meier, 2014; Ashforth, Kreiner, & Fugate, 2000; Clark, 2000). In early theorizing in work–family research, Pleck (1977) too invoked the concept of boundaries around roles, with a specific focus on gender differences. He argued that men and women form asymmetrical boundaries around their work and family roles. Because of socialization and typical traditional divisions of labor among couples, women construct stronger, less permeable boundaries around the family domain, whereas men do the same around the work domain. As a result, women are less likely to allow intrusions into family and experience less WIF than men, whereas men engage in the opposite actions and experience less FIW compared with women.

Other researchers have also considered gender differences in boundary management, but focus on how the permeability (i.e., the ability to enact one role while being physically present in another) and flexibility (i.e., spatial and temporal limits) of boundaries relate to segmentation strategies (Ashforth et al., 2000; Rau & Hyland, 2002). Boundaries that are highly impermeable and inflexible will lead to greater segmentation of roles, whereas those that are highly permeable and flexible will contribute to less segmentation (i.e., more integration) of roles. Rather than asymmetrical permeability for men and women, these researchers (Crosby, 1991; Innstrand et al., 2009; Rothbard, 2001) argue that women tend to have more permeable role boundaries in general, perceive the boundary between work and family as more fluid, and engage in fewer segmentation practices than men. Rothbard (2001) further argues that this pattern stems from gender differences in mental models about boundary management between work and family (Andrews & Bailyn, 1993), which are influenced by gender role socialization. Because men can more easily keep roles mentally separated, they are less at risk for role-blurring and potential for conflict in either direction. Thus, boundary management ideas have also been used to predict that women experience greater WIF and FIW than do men. We label this second boundary management perspective as “male segmentation” to differentiate it from the first boundary management perspective on asymmetrical permeability.

The Need for Theory Testing

As reviewed above, researchers have invoked a number of theories to predict gender differences in WIF and FIW, which are

summarized in Table 1. There is substantial inconsistency in predictions across these theoretical perspectives, with some theories predicting that women experience more WFC and some that predict that the nature of gender differences in WFC depends upon the directionality of conflict (i.e., WIF vs. FIW). Furthermore, the theorized mediating mechanisms also vary substantially across theories. Thus, to bring greater clarity to the literature, we engage in theory-testing by simultaneously examining the veracity of the posited mechanisms, drawn from the theories above, that have been proposed to link gender and WFC. Specifically, we operationalize the tenants of these theories via work and family hours (rational view), work and family role salience (sensitization perspective), and work and family boundary strength (boundary management and asymmetrical domain permeability). Note that the two boundary management theories propose competing ideas regarding the relationship between gender and boundaries around work. Thus, we have proposed this as a competing hypothesis that can be tested within a single model.

Hypothesis 3: In line with the rational view, (a) work hours mediates the relationship between gender and WIF, such that men work more hours and report greater WIF than do women, and (b) family hours mediates the relationship between gender and FIW, such that women spend more time in family labor and report greater FIW than do men.

Hypothesis 4: In line with the sensitization perspective, (a) work salience mediates the relationship between gender and FIW, such that men report greater work salience and report greater FIW than do women, and (b) family salience mediates the relationship between gender and WIF, such that women report greater family salience and report greater WIF than do men.

Competing Hypothesis 5a: In line with the asymmetrical boundary perspective, boundary strength around family mediates the relationship between gender and WIF, such that men report weaker boundaries around family and report greater WIF than do women.

Competing Hypothesis 5b: In line with the male segmentation perspective, boundary strength around family mediates the relationship between gender and WIF, such that women report weaker boundaries around family and report greater WIF than do men.

Hypothesis 5c: In line with both the asymmetrical and male segmentation perspectives, boundary strength around work mediates the relationship between gender and FIW, such that women report weaker boundaries around work and report greater FIW than do men.

Method

Literature Search

We first searched the literature using the Web of Science database with the following search terms (in quotations): *work–family conflict*, *family work conflict*, *work-to-family conflict*, *family-to-work conflict*, *work–life conflict*, *work–nonwork conflict*, *work*

Table 1
Summary of Theoretical Perspectives on Gender and WFC

Theory	Proposition	Gender application	Prediction	Meta-analytic support?
Rational View	Time spent in a domain relates to greater intrusion of that domain into the other.	Men spend more time in work and women spend more time in family	Men work more hours in paid employment, which in turn relates to greater WIF. Women work more hours in the home or in caretaking, which in turn relates to greater FIW.	Support for WIF and FIW
Sensitization Perspective	People are more perceptible to and therefore report more conflict in the direction of their more valued domain.	Men value work more and women value family more.	Men have higher work salience, which in turn relates to greater FIW. Women have higher family salience, which in turn relates to greater WIF.	Not supported for WIF or FIW
Boundary Management—Asymmetrical Permeability	Men and women create asymmetrical boundaries around work and family domains, which impacts the permeability and intrusions they allow in each domain.	Men have stronger boundaries around work and women have stronger boundaries around family.	Men form stronger boundaries around work, which in turn relates to less FIW. Women form stronger boundaries around family, which in turn relates to less WIF.	Partial support; WIF supported and FIW not supported. Note that for FIW, although the path between gender and work boundary strength is significant, the path is in the opposite direction of prediction.
Boundary management—Male Segmentation	People differ in the way that they manage multiple roles—by keeping them segmented, with strong boundaries, or integrated, with weaker boundaries around roles. Stronger boundaries relates to less WFC in both directions.	Men are better able to segment and form stronger boundaries around both roles than are women.	Men form stronger boundaries around work, which in turn relates to less FIW. Men also form stronger boundaries around family, which in turn relates to less WIF.	Not supported for WIF or FIW. The paths between gender and boundary strength are both opposite of prediction (women form stronger boundaries around family and work).

Note. Gender coded such that positive correlations indicate greater WIF/FIW for men.

interfere(ing) with family, family interfere(ing) with work, work-family spillover, and family-work spillover. We also included work-family balance because sometimes authors use the balance label but actually measure conflict. This search is current through December 2015. We also reviewed available online conference

programs of the Academy of Management (2001–2014), Society for Industrial and Organizational Psychology (2003–2014), and Work and Family Researchers Network (2012, 2014) for relevant papers. After ascertaining that a published version of the conference paper had not already been included in our database of

studies, we contacted authors directly via email requesting a copy of their paper.

Decisions about relevance was made by one of the authors. If the abstract mentioned one of our key variables (i.e., WIF or FIW) and appeared to describe an empirical primary study, the paper was more closely examined to see whether it included a relationship of interest to the present study. Cases that were unclear or ambiguous were referred to the first and second authors who both read the paper and reached a decision via consensus.

Although WIF and FIW are at the center of the relationships we test, some of our analyses required estimates of additional effects that may not be comprehensively captured using the WFC-focused search strategy described above. Specifically, estimates of relationships between gender and each of the variables used in our meta-analytic mediation analyses required additional search terms (in parentheses): work salience (*career salience, work salience, career identity, career importance*), family salience (*family salience, family identity*), boundaries around work or family (*segment*, integrat*, role blurring, boundary management, border theory* combined with an AND with the work–family search terms above, as we were interested specifically in work and family related boundaries). We also explored the references of a work–family boundary management review article (Allen et al., 2014). We did not undertake separate searches for work and family hours, given that they are typically not the focal variable of study in the literature, but rather included as descriptive demographic or control variables and are therefore difficult to locate from a keyword search.

Inclusion Criteria

To be included in our database of studies, a study needed to include participants that were all employed (no restriction on minimum hours) and report information about the correlation (or a statistic that could be converted to a correlation, e.g., *d, t, F, OR*). We also coded for intercorrelations between all variables presented in the correlation matrices in Table 3. We did not include studies that only reported these relationships via regression coefficients or partial correlations, as studies in this literature do not consistently control for the same variables.

We screened studies for use of the same data. This was particularly necessary given that several large-scale national or multinational data sets have been frequently used in this literature (e.g., European Social Survey; Midlife in the United States; National Study of the Changing Workforce). When the same dataset was used in multiple studies, information from the study with the larger sample size was retained. If the same dataset was used, but relationships with different variables were reported (e.g., one study reported gender and WIF and another study reported work salience and FIW), we included both, but count that as only one independent sample. In total, our database across all our analyses consisted of 582 published papers, dissertations, and conference papers. A list of included papers, flowchart of the search process, and our coding for each sample included can be found in supplemental materials.

Coding of Studies

Main effect coding.

Gender. We used self-reports of gender. In our database, positive gender correlations indicate that men, on average, score

higher on that construct than women and negative gender correlations indicate that women, on average, score higher on that construct than men.

WFC. We distinguished between the directionality of conflict, WIF versus FIW, using Greenhaus and Beutell's (1985) definition provided in the introduction. Therefore, studies that combined across the two directions to assess overall WFC or assessed perceptions of general incompatibility between the two domains that did not reference directionality were excluded.

We also coded for type of WFC, as some researchers have distinguished between time-based (when demands in one role restrict amount of time available for the other role), strain-based (when stress from one role carries over to the other role), and behavior-based conflict (when behavior that is effective in one role is inappropriately applied to the other role) (Greenhaus, Allen, & Spector, 2006). Research suggests that the different types of WFC can be considered indicators of an underlying WFC construct (Matthews, Kath, & Barnes-Farrell, 2010), but because others have argued that each type of conflict has some unique antecedents (e.g., Carlson, 1999; Greenhaus & Beutell, 1985), we also explored gender differences for each type of WFC separately. To determine whether a scale was focused on one of these types of WFC, we reviewed the measures that authors used. If not all items were listed or the scale was not publicly available in referenced work, we did not designate it as a specific subtype of WFC. For example, of the two most commonly used measures, Carlson, Kacmar, and Williams' (2000) scale is designed to measure the three types of WIF/FIW described above, whereas Netemeyer, Boles, and McMurrian's (1996) measure does not differentiate between the types.

Moderator coding.

Dual-earner couples. We coded when studies employed a matched dual-earner couple design (i.e., the men and women in the sample are each other's spouses). We placed no restrictions on the amount of hours worked from each member of the dual-earner couple.

Parental status. We coded whether study eligibility required participants to be parents. Note that we did not distinguish between requirements regarding the number, age, or percentage of time the child resided with a parent due to lack of consistent reporting of this information.

Full-time workers. Since countries vary in the number of work hours required to be considered a full-time employee, we conservatively only included studies that explicitly stated that they required full-time workers as part of their eligibility criteria as "full-time" or if they listed a study requirement of a minimum of 40 hours/week in employment.

Same job types. We coded whether participants in a sample all held the same or very similar jobs (e.g., clerical workers, professors, doctors, hotel managers, business owners).

Cultural gender egalitarianism. We employed four indices of cultural gender egalitarianism: the GLOBE project (House, Hanges, Javidan, Dorfman, & Gupta, 2004) gender egalitarianism (a) practices ("as is") and (b) values ("should be") scores, (c) World Economic Forum's (2013) Global Gender GAP Index, which measures gaps in men and women's resources and opportunities in terms of economics, education, health, and politics, and (d) the United Nations' Development Programme's Gender Inequality Index from 2012 (United Nations Development Program,

2012), which assesses inequality in human development, empowerment, and economic status. We imputed culture-level scores based on the country of participants in the study. When participants were drawn from several countries or the country was unclear, a gender egalitarianism score was not imputed.

Date of publication. Although we recognize that date of publication is a proxy for when data were collected, we believe that the two are likely correlated and coded for publication date as date of data collection was rarely reported.

Mediator coding.

Work and family hours. Work and family hours refers to time spent in each domain. Work hours typically referred to average time spent on work activities. Common operationalizations of family hours include total time spent in family tasks and time spent on household chores, childcare, and/or eldercare. We excluded measures that did not explicitly refer to the amount of *time* spent in the domain (e.g., perceptions of workload and family demands).

Work and family salience. Work and family salience refer to the value or importance placed on the work and family role, respectively. Operationalizations of work salience include measures of work or job involvement, career identity, work salience, and work centrality. Operationalizations of family salience include measures of family involvement, family salience, parental salience, family identity, and family centrality. Work and family involvement operationalizations were only included if they were psychological in nature rather than time-based (e.g., “Most of my life goals are job-oriented” vs. “I spend most of my time at work”).

Boundary strength around work and family. Boundaries around work (family) refer to mental boundaries that individuals place around their work (family) role. For boundaries around work, we included measures of work boundary permeability (reversed for analyses), family to-work boundary transitions (reversed for analyses), home-to-work segmentation, boundary strength at work, nonwork-to-work permeability (reversed for analyses). Operationalizations of family boundary strength included measures of personal life permeability, work-to-home segmentation, boundary strength at home, work-to-family transitions (reversed for analyses), and work-to-nonwork permeability (reversed for analyses). Measures that did not differentiate between specific types of boundaries (e.g., general tendency to segment roles) were not included.

Coder training and process. Coders went through an extensive training process. First, the first two authors, who both have prior experience conducting meta-analyses, created a comprehensive codebook and instructional manual that was reviewed by all coders. Second, all coders (i.e., each of the five authors) coded three articles together to ensure understanding of the coding manual. Third, a random set of 10 articles was selected and coded to ensure that inclusion criteria and coding rules were clear to all coders. Discrepancies were discussed and ambiguities were clarified. Fourth, a second set of 10 articles were coded and discussed. Fifth, 50 additional articles were selected, coded, and reviewed for agreement by all authors. Interrater reliability was high; ICCs (3,1) ranged from .98 to .99. ICC calculations do not take into account missing data (e.g., when a coder failed to report a correlation within a study). Among all the possible data points, data was missing in 1.2% to 4.6% of cases. Given this high level of reliability, remaining articles were coded independently by a single coder. However, a second coder did verify the coding of the gender

and WFC relationship in each study to maximize accuracy. Discrepancies were resolved via discussion and reexamination of the study.

For each relationship of interest, the effect size and its corresponding sample size were recorded. If a study only reported relationships between a single type of WFC (i.e., time-, strain-, or behavior-based WIF) and correlates, it was still included in our overall gender and WFC analyses. When multiple effect sizes for the same relationship were reported in a given study (e.g., separate correlations between time-, strain-, and behavior-based WIF and gender), we created a composite correlation, which takes into account the intercorrelations between the component variables (Hunter & Schmidt, 1990) to maintain independence in the overall analysis. When intercorrelations were not available, we took the average correlation. If a study assessed the same variable at multiple time points (e.g., WIF at T1, T2, and T3), we took the effect size estimate from the first available measurement.

Data Analyses

Meta-analyses.

Correction for unequal dichotomies. In estimating the correlation between a dichotomous and continuous variable (i.e., point-biserial correlation), the distribution of the dichotomous variable (i.e., gender) influences the magnitude of the observed correlation (Laczo, Sackett, Bobko, & Cortina, 2005). Unequal distributions of the dichotomous variable (i.e., deviations from a 50–50 split) serve to artificially attenuate the size of the observed correlation. In line with prior meta-analyses (e.g., Berry, Ones, & Sackett, 2007; Berry, Carpenter, & Barratt, 2012), we therefore corrected each gender-WIF/FIW correlation for uneven dichotomies based on the gender breakdown reported for that particular study using the formula provided by Hunter and Schmidt (1990, p. 274) prior to conducting our meta-analytic procedures. We also repeated our meta-analysis without this correction, and in no case did this affect the pattern of results or conclusions drawn.

Estimation procedures. The current study employed Hunter and Schmidt’s (2004) psychometric meta-analytic approach, which weights each effect size by its corresponding sample size. This approach follows a random-effects model, which does not assume that there is only one underlying or fixed population value among studies and has been shown to be more accurate in its estimates of confidence intervals and detection of moderating effects than fixed-effect models (Hunter & Schmidt, 2000; Schmidt, Oh, & Hayes, 2009). Additionally, Hunter and Schmidt’s approach allows researchers to correct for the impact of statistical artifacts (e.g., measurement error), which attenuate observed correlations and introduce artifactual variability in observed effects across studies. We carried out the present meta-analysis using an excel macro based on formulas reported in Schmidt and Hunter (2014).

We constructed artifact distributions (i.e., reliabilities) for WIF and FIW, separately, to model the mean and variance in statistical artifacts across studies (see supplemental materials). In line with prior meta-analytic research (e.g., Connelly & Ones, 2010), we used artifact distributions rather than correcting each study correlation for measurement error because some studies did not report reliability information. Note that we assumed that gender, work hours, and family hours were reported with perfect reliability. Thus, we report both mean r and SD_r , which reflect the mean

observed correlation and the standard deviation of observed correlations corrected for sampling error, respectively, as well as ρ and $SD\rho$, which reflect the mean correlation corrected for sampling and measurement error in WFC and the standard deviation of correlations corrected for sampling and measurement error in WFC, respectively. We also computed the 95% confidence interval around ρ , which represents variability in the estimated corrected mean correlation using the formula from Hunter and Schmidt (2004). As tests of heterogeneity, we reported the 90% credibility interval around ρ , which reflects true heterogeneity in effects in the population, using the formula from Hunter and Schmidt (2004), and I^2 , which indicates the proportion of total variation in the estimates of treatment effects that is due to heterogeneity rather than chance using the formula from Higgins and Thompson (2002).

Outlier analyses. We checked for outliers by examining whether there were effect sizes three or more standard deviations from the mean construct correlation. In all cases where outlier(s) were present, we reestimated effect sizes without the outlier(s). In no case did removal of the outlier result in a change in the effect size of greater than .01. Thus, we only report results that include the outliers (Hunter & Schmidt, 2004).

Moderator analyses. We tested for continuous moderator effects via random-effects model metaregression using Comprehensive Meta-Analysis Version 3 (Borenstein, Hedges, Higgins, & Rothstein, 2014) based on primary study correlations that were corrected for unreliability at the individual study level before inputting the data into the program, as this software does not allow for corrections for measurement error based on artifact distributions. The average reliability from the reliability distributions for WIF and FIW were imputed in cases where studies did not provide reliability information.

Path and Mediation Analyses

We tested all theoretical perspectives in a single model (see Figure 1). Doing so allowed us to take into account correlations between mediators (e.g., higher family salience may be related to lower work hours or higher family salience may be related to enacting stronger boundaries around the family domain) to isolate the unique or nonshared effect of each mechanism. To examine multiple mediators simultaneously, we computed a meta-analytic correlation matrix that included all variables in the model for FIW and WIF separately.

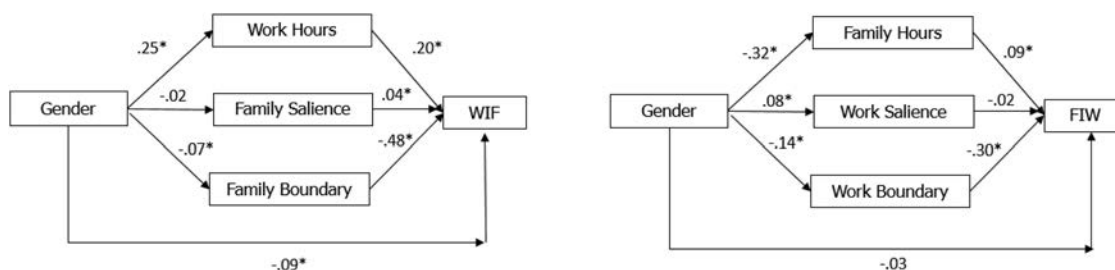


Figure 1. Path models testing theoretical perspectives for gender and work-interference-with-family (WIF) and family-interference-with-work (FIW). Gender is coded so that positive correlations indicate that males are higher on the associated variable. Path between gender and WIF/FIW is the residual path when modeling the various mediators. * $p < .05$.

In forming the matrix, two cells were estimated by only one or two samples (i.e., work boundary strength and family hours; family boundary strength and work hours, respectively). Following standards for a minimum of at least three studies or samples to estimate a meta-analytic relationship (e.g., Cohen-Charash & Spector, 2001), we conducted additional primary studies for more robust estimates. Specifically, we collected data from two independent samples of workers (employed at least 20 hours/week with family responsibilities (i.e., married and/or parental responsibilities): a sample recruited from Amazon's Mechanical Turk ($N = 201$, 48.3% male) and a snowball, convenience sample of personal contacts ($N = 128$, 15.6% male). This primary data collection was approved by the University of Georgia Institutional Review Board (# 00004578). We used Matthews and Barnes-Farrell's (2010) and Methot and LePine's (2016) measures of work and family permeability (reverse coded) to measure work ($\alpha = .82$ and $.72$, MTurk; $.69$ and $.70$, snowball) and family boundary strength ($\alpha = .90$ and $.82$, MTurk; $.88$ and $.83$, snowball) and work and family hours were measured with single items referencing average time spent per week in each domain. We used composite correlations of the two boundary strength scales to generate effect sizes to ensure that our estimates would represent how the construct is assessed generally.

Results

Preliminary Results: Measurement Invariance Analyses

Any investigation of group differences implicitly assumes that the measures of the construct of interest have equivalent measurement properties across the groups. If the scales do not have equivalent psychometric properties, it is unknown whether observed mean differences reflect true differences or are a function of different interpretations of the measured construct. Thus, before testing for gender differences, we felt it was imperative to test whether common WFC measures demonstrated measurement invariance across gender.

We contacted the first authors of studies included in our meta-analysis published prior to 2014 that used one of the two most common WFC measures (Carlson et al., 2000; Netemeyer et al., 1996). We requested de-identified raw data that included participant gender and responses to each WFC item, and any additional

WFC data sets in their possession they were willing to share. Eighty-three authors were contacted in reference to 101 samples. Data were received for 26 samples for the Carlson et al. measure; however, three samples used 6- or 7-point Likert scales rather than the typical 5-point agreement scale and were not included in our analyses, resulting in a total of 23 samples for this analysis. Data was received for 17 samples for the Netemeyer et al. measure, 13 of which included WFC responses set on 5-point agreement scale. Details regarding included studies and samples are available in supplementary materials.

To test for measurement invariance, we used confirmatory factor analysis (CFA; Vandenberg & Lance, 2000) with Mplus Version 7 (Muthén & Muthén, 1998–2012). This approach involves comparing a baseline CFA model against a series of nested models with various parameter constraints imposed or released in each subsequent test. We tested for configural and metric invariance based on a six factor model for the Carlson et al. (2000) measure (i.e., time-, strain-, and behavior-based WIF and FIW) and a two factor model for the Netemeyer et al. (1996) measure (i.e., WIF and FIW). The Carlson et al. (2000) measure ($N_{total} = 13,276$; $N_{male} = 6,175$; $N_{female} = 7,101$) and the Netemeyer et al. (1996) measure ($N_{total} = 4,072$; $N_{male} = 1,718$; $N_{female} = 2,354$) both demonstrated configural and metric invariance across gender, indicating that WFC was similarly conceptualized and measures were similarly responded to by men and women. Detailed results of these analyses are available in the supplementary materials. These findings support subsequent tests and meaningful interpretations of gender differences in WFC.

Meta-Analyses

Main effects. The association between gender and WIF and FIW is presented in Table 2 (*Research Question 1*). In both cases, the effect size was significant and in the direction of women experiencing greater conflict (WIF: $\rho = -.012$, 95% CI $[-.023, -.001]$; FIW: $\rho = -.017$, 95% CI $[-.032, -.002]$).

However, given that ρ is very small in magnitude and power is very high, the practical significance of these effects is small. In both cases, the 90% credibility intervals were sizable and the I^2 was large (WIF: 85.91%, FIW: 88.86%), suggesting the presence of moderators. We also examined whether there were gender differences in specific types of WFC. Men reported slightly more time-based WIF than women ($\rho = .045$, 95% CI $[.012, .079]$), and women reported slightly more strain-based WIF ($\rho = -.06$, 95% CI $[-.089, -.031]$) and FIW ($\rho = -.063$, 95% CI $[-.109, -.017]$) than men, although effects were all small in magnitude. There were no gender differences in time-based FIW ($\rho = -.001$, 95% CI $[-.051, .049]$) and behavior-based WIF ($\rho = .037$, 95% CI $[-.026, .101]$) or FIW ($\rho = .022$, 95% CI $[-.041, .085]$).

Moderator analyses. *Research Question 2* focused on differences in the gender-WFC effect sizes in various subgroups. As illustrated in Table 2, some differences emerged, although significant effects were generally small. No gender differences were found in only samples of full-time employees (WIF, $\rho = -.024$, 95% CI $[-.056, .008]$; FIW, $\rho = -.025$, 95% CI $[-.058, .007]$). With regard to samples where men and women were employed in the same job, women experienced slightly greater WIF compared with men ($\rho = -.039$, 95% CI $[-.064, -.013]$), but there were no differences in FIW ($\rho = -.035$, 95% CI $[-.074, .004]$). Analyses based on only parents show no gender differences in WIF ($\rho = -.012$, 95% CI $[-.048, .023]$), but mothers reported greater FIW than fathers ($\rho = -.089$, 95% CI $[-.121, -.057]$). On samples restricted to dual-earner couples, men report slightly greater WIF than women ($\rho = .053$, 95% CI $[.002, .103]$) but women report greater FIW than men ($\rho = -.133$, 95% CI $[-.263, -.002]$).

A lack of support was found for the moderator hypotheses involving the continuous moderators (i.e., cultural values and publication date), as illustrated in Table 4. Hypothesis 1 was not supported; none of the indicators of cultural gender egalitarianism moderated the relationships between gender and WIF or FIW

Table 2
Gender and WFC Meta-Analytic Correlations

Variable	k	N	r	SD _r	ρ	SD _ρ	95% CI ρ		90% Cred Int.		I ²
							LL	UL	LL	UL	
WIF overall	354	252,031	-.011	.099	-.012	.099	-.023	-.001	-.150	.127	85.91
Time	42	25,405	.041 ^a	.100	.045 ^a	.099	.012	.079	-.037	.127	82.99
Strain	40	23,325	-.055 ^a	.085	-.060 ^a	.081	-.089	-.031	-.223	.104	75.89
Behavior	14	7,732	.034	.109	.037	.110	-.026	.101	-.066	.141	83.67
Dual-earners	24	10,072	.048 ^a	.115	.053 ^a	.113	.002	.103	-.032	.137	81.36
Parents	47	35,793	-.011	.113	-.012	.116	-.048	.023	-.174	.149	89.57
Full-time	60	33,509	-.022	.116	-.024	.117	-.056	.008	-.198	.150	87.22
Same job	71	38,685	-.035 ^a	.099	-.039 ^a	.097	-.064	-.013	-.188	.111	82.32
FIW overall	220	138,787	-.015 ^a	.102	-.017 ^a	.104	-.032	-.002	-.166	.133	88.86
Time	22	12,724	-.001	.107	-.001	.110	-.051	.049	-.142	.141	84.30
Strain	19	9,539	-.057 ^a	.093	-.063 ^a	.089	-.109	-.017	-.241	.115	76.12
Behavior	8	2,440	.020	.085	.022	.066	-.041	.085	-.042	.085	48.63
Dual-earners	12	5,890	-.118 ^a	.206	-.133 ^a	.223	-.263	-.002	-.506	.241	94.93
Parents	33	26,463	-.079 ^a	.085	-.089 ^a	.085	-.121	-.057	-.288	.110	82.32
Full-time	45	24,126	-.023	.100	-.025	.099	-.058	.007	-.178	.128	80.80
Same job	30	9,601	-.031	.098	-.035	.089	-.074	.004	-.169	.099	66.51

Note. Gender coded such that positive correlations indicate greater WIF/FIW for men. CI = confidence interval; Cred Int. = Credibility interval.
^a 95% confidence interval does not contain zero.

Table 3
Meta-Analytic Correlation Matrices

Variable	Gender	WIF	Work hours	Family salience	Family boundary
WIF	-.012				
<i>N</i> (<i>k</i>)	252031 (354)				
Work hours	.245	.22			
<i>N</i> (<i>k</i>)	91436 (126)	95940 (179)			
Family salience	-.015	-.048	-.078		
<i>N</i> (<i>k</i>)	10930 (35)	14090 (47)	4095 (12)		
Family boundary	-.068	-.483	-.107	.165	
<i>N</i> (<i>k</i>)	1577 (5)	4977 (12)	1201 (4)	4304 (11)	
Job autonomy	.04	-.174	.075	.191	.075
<i>N</i> (<i>k</i>)	107441 (107)	54685 (70)	20597 (29)	1903 (7)	856 (3)
	Gender	FIW	Family hours	Work salience	
FIW	-.017				
<i>N</i> (<i>k</i>)	138787 (220)				
Family hours	-.322	.114			
<i>N</i> (<i>k</i>)	22790 (26)	50717 (33)			
Work salience	.075	-.006	-.086		
<i>N</i> (<i>k</i>)	15220 (49)	15166 (53)	1090 (4)		
Work boundary	-.142	-.298	-.043	-.091	
<i>N</i> (<i>k</i>)	2136 (5)	4617 (11)	986 (3)	4562 (10)	

Note. Gender coded 0 = female; 1 = male. Correlations in matrix represent ρ , number below correlations reflect total sample size, and number of samples (*k*) in parentheses.

(GLOBE GE values: WIF, $b = -.027$, *ns*, FIW, $b = .002$, *ns*; GLOBE GE practices: WIF, $b = -.027$, *ns*, FIW, $b = -.024$, *ns*; WEF Global Gender Gap Index: WIF, $b = -.068$, *ns*, FIW, $b = .255$, *ns*; U.N. Global Equality Index: WIF, $b = -.078$, *ns*, FIW, $b = -.096$, *ns*). Additionally, publication date also did not act as a significant moderator (WIF, $b = .001$, *ns*, FIW, $b = .002$, *ns*), failing to support Hypothesis 2.

Path and Mediation Analyses

Integrative theory-testing. Hypotheses 3, 4, and 5 focused on testing the mechanisms underlying the relationship between gender and WIF and FIW. Note that mediating mechanisms were tested simultaneously.¹ We used Mplus Version 7 (Muthén & Muthén, 1998–2010) to estimate the paths using the meta-analytic correlation matrix (see Table 3) as the input and the harmonic mean across all relationships in each model as the sample size, as recommended by Viswesvaran and Ones (1995). The harmonic mean sample sizes were 4288 for the WIF model and 3291 for the FIW model. Path estimates are unstandardized regression coefficients. The indirect effects were calculated in Mplus using the delta method for calculating standard errors (Bollen, 1989). We determined support for each theory by examining the statistical evidence for significant indirect effects (i.e., confidence interval did not include zero) as well as whether the pattern of effects matched predictions. The results of these hypotheses are presented in Figure 1 and conclusions regarding the veracity of each theory are summarized in Table 1.

Rational view. For WIF, there is a sizable path coefficient between gender and work hours ($b = .25$, $p < .001$), such that men work longer hours. Further, work hours positively relate to WIF ($b = .20$, $p < .001$). The indirect effect of gender to WIF via work hours was significant ($b = .05$, $p < .001$). The pattern with family hours was similar. There was a sizable path coefficient between

gender and family hours ($b = -.32$, $p < .001$), such that women put in more family hours, and a modest association between family hours and greater FIW ($b = .09$, $p < .001$). The indirect effect of gender on FIW via family hours was significant ($b = -.03$, $p < .001$). Overall, there was consistent support for the rational view perspective and *Hypotheses 3a* and *3b*.

Sensitization perspective. For WIF, gender was not significantly related to family salience ($b = -.02$, $p = .33$), and family salience was weakly and positively related to WIF ($b = .04$, $p < .001$). The indirect effect of gender on WIF via family salience was not significant ($b = -.001$, $p = .35$). For FIW, gender was weakly related to work salience ($b = .08$, $p < .001$), such that men reported slightly higher work salience, but work salience was not significantly related to FIW ($b = -.02$, $p = .49$). Thus, the indirect effect of gender on FIW via work salience was not significant ($b = -.002$, $p = .17$). Overall, there was not support for *Hypothesis 4a* and *4b* and the sensitization perspective in explaining gender differences in WFC.

Boundary management. Hypotheses 5a, 5b, and 5c all focused on boundary management ideas and were tested using the same path models to address the competing hypotheses. For WIF, the asymmetrical permeability perspective argues that women create stronger boundaries around family whereas the male segmentation perspective suggests that men create stronger boundaries around family. The asymmetrical permeability perspective, which predicted that women created stronger boundaries around family, was supported, though the magnitude of the path between gender and strength of family boundary was small ($b = -.07$, $p < .001$). The path between strength of family boundary and WIF was

¹ We also conducted path and mediation analyses for each mediator individually. In all cases, the pattern of results remained the same as when the mediators were examined simultaneously.

Table 4
Continuous Moderator Results

Moderator	Gender and WIF						Gender and FIW					
	Mean	SD	k	b	SE	z value	Mean	SD	k	b	SE	z value
Publication year	2008.46	5.66	354	.001	.011	.93	2007.21	6.04	220	.002	.001	1.36
GLOBE GE values	4.83	.40	308	-.026	.018	-1.46	4.81	.42	192	.002	.022	.09
GLOBE GE practices	3.34	.21	311	-.027	.035	-.79	3.33	.22	192	-.024	.042	-.57
WEF global gender gap index	.73	.04	326	-.068	.154	-.44	.73	.04	203	.255	.197	1.29
UN global inequality index	.20	.09	321	-.078	.072	-1.08	.21	.09	200	-.096	.096	-1.00

Note. Gender coded such that positive effect sizes indicate greater WIF/FIW for men.

substantial and in the predicted direction ($b = -.48, p < .001$); stronger boundaries around family was associated with less WIF. The indirect effect of gender on WIF via family boundary was also significant ($b = .032, p < .001$).

On the other hand, neither perspective (i.e., asymmetrical permeability nor male segmentation) was supported for FIW. Both perspectives argued that men create a stronger boundary around work, which then leads to less FIW. Instead, the path model indicates that women form a stronger boundary around work ($b = -.14, p < .001$) and that this boundary relates negatively to FIW ($b = -.30, p < .001$), and there was a significant indirect effect of gender on FIW via work boundary ($b = .04, p < .001$). Thus, there is partial support for the asymmetrical permeability model (for WIF only; Hypothesis 5a), and no support for the male segmentation perspective (Hypothesis 5b and 5c).

Summary. Results indicate that work hours and family boundary strength mediate the relationship between gender and WIF. In both cases the pattern of effects indicate that men should experience greater WIF than women (i.e., men work more hours and form weaker, protective family boundaries). However, given that there are only negligible gender differences in WIF overall, this suggests that our model is incomplete and that other mechanisms that increase women's likelihood of experiencing WIF exist, as can be seen via the significant residual negative relationship between gender and WIF that remains to be explained. In other words, this reflects a situation of competitive mediation; although the mediator (or mediators in the present case) is consistent with the hypothesized theory, the theoretical framework is incomplete and there are other omitted mediator(s) opposite in sign at play (Zhao, Lynch, & Chen, 2010). Thus, it appears that none of the existing models to date, either singly or together, fully captures or explains the relationship between gender and WIF.

For the FIW model, family hours and work boundary strength are the significant mediators of the gender-FIW relationship. Women tend to engage in more family hours, which increases women's likelihood of reporting FIW. However, women also tend to form stronger work boundaries, which decreases their likelihood of experiencing FIW. As can be seen by the nonsignificant residual relationship between gender and FIW in the model, it appears that the two mediators that are opposite in their effects (and thereby largely cancel out the impact of the other) appear to sufficiently explain the relationship between gender and FIW and suggest that omitted variables or mediators are unlikely.

Post Hoc Theory-Building Analyses

Omitted mediator variables. Given that our results suggest that there are likely omitted mediators that further explain the relationship between gender and WIF despite our incorporation of the multiple, dominant theoretical perspectives for this question in our model, we set out to extend and build theory by seeking to uncover these mechanisms. To identify specific potential omitted mediators, we examined Michel et al.'s (2011) meta-analysis of antecedents of WIF. For each variable included in their analysis that was significantly correlated with WIF, we reviewed the associated literature to determine whether gender differences were theoretically likely in the necessary direction (i.e., men report more of the variable and it negatively relates to WIF). We identified job autonomy as one such variable, as more men than women occupy white-collar managerial and professional jobs, in which autonomy is most likely to be afforded (e.g., Fagan & Burchell, 2002), and job autonomy is negatively related to WIF (Michel et al., 2011).

This required us to add job autonomy to the correlation matrix (see Table 3) for WIF. Doing so necessitated additional estimates; we recoded all studies in the meta-analysis for the needed correlations and conducted an additional search in Web of Science based on the work-family search terms noted in the Method along with the terms *job autonomy*. We then tested the full model in Figure 2 based on a harmonic mean sample size of 3656.

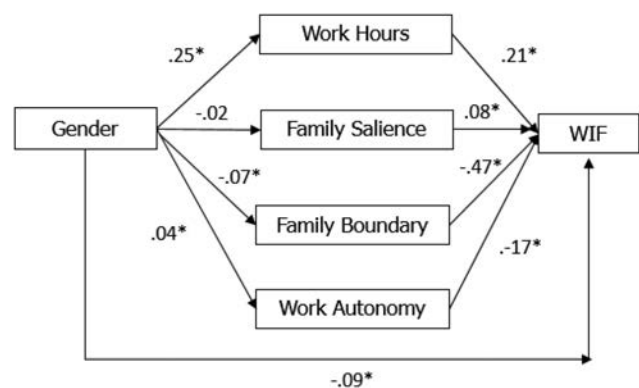


Figure 2. Path models testing theoretical perspectives for gender and WIF with autonomy added. Gender is coded so that positive correlations indicate that males are higher on the associated variable. Path between gender and WIF is the residual path when modeling the various mediators. * $p < .05$.

The addition of autonomy to the WIF model did not significantly alter any of the existing paths or indirect effects. However, the association between gender and job autonomy was significant ($b = .04, p < .05$) such that men reported slightly greater autonomy, and autonomy was associated with less WIF ($b = -.17, p < .001$). Furthermore, the indirect effect of gender on WIF via job autonomy was also significant ($b = -.01, p < .05$). Nonetheless, there remains a significant and negative residual relationship between gender and WIF in this model. Thus, despite uncovering a mediator whose effect is opposite from work hours and family boundary strength, it appears that there are still other omitted mediators at play that we have not uncovered that reduce men's likelihood of experiencing WIF—a point we return to in the discussion.

Moderating effects of gender. In the analysis above, we sought to uncover potential omitted mechanisms in the relationship between gender and WIF. However, another possibility exists that could also potentially explain the observed pattern of effects that does not necessitate additional mediators. Specifically, rather than omitted mediator(s), perhaps the pattern is attributable to differential relationships between proposed mediators and WIF for men and women. As an example, perhaps the reason why men do not experience greater WIF than women despite working more hours is because work hours is more weakly related to WIF for men relative to women.

Theoretically, the idea that men and women may experience conflict differently as a function of antecedents is referenced in the sensitization perspective. However, the sensitization perspective more narrowly argues that men and women react differently to the same objective WIF or FIW intrusions, rather than work and family antecedents to WFC generally. Empirically, a number of prior research studies have examined whether gender moderates the relationship between proposed antecedents and WIF, typically arguing that this may occur because of the differential identities held by men and women as the result of socialization (e.g., Michel et al., 2011). Thus, to further explore the pattern of effects with WIF, we tested whether gender moderated the relationship between each proposed mediator and WIF.

We tested for moderation via two methods. First, we used meta-analytic regression to test whether percentage of females in the sample significantly moderated the mediator–WIF relationship. However, percentage female in the sample could potentially reflect other factors beyond simply gender (e.g., female-dominated industry or occupation effects). Thus, whenever possible (i.e., $k \geq 3$ per subgroup), we also conducted subgroup analyses as a second method, comparing mediator–WIF relationships in samples of 100% men and 100% women; nonoverlapping confidence intervals indicate significant subgroup differences. There was no significant moderating effect of gender for work hours ($b = -.03, p = .33$; males only: $\rho = .22$ [95% CI: .15 to .29], $k = 19$; females only: $\rho = .20$ [95% CI: .17 to .26], $k = 35$), family salience ($b = .03, p = .62$; males only: $\rho = -.04$ [95% CI: $-.25$ to .19], $k = 4$; females only: $\rho = -.01$ [95% CI: $-.07$ to .04], $k = 9$), family boundary strength ($b = -.05, p = .82$), or autonomy ($b = -.13, p = .09$; males only: $\rho = .09$ [95% CI: $-.04$ to .13], $k = 5$; females only: $\rho = -.18$ [95% CI: $-.30$ to .15], $k = 9$). Thus, differential relationships between proposed mediators and WIF for men and women does not appear to account for the pattern of effects observed above.

Discussion

The overall aim of the present investigation was to provide empirical evidence for a relationship that presents a popular press–science paradox. The association of WFC with women is ubiquitous in the media and in the minds of many people. However, work–family researchers have struggled to find clear support for this association, both theoretically and empirically. We bring clarity to the literature by demonstrating via our meta-analytic synthesis that there is little evidence for substantial gender differences in WFC. Although the association between gender and WIF and FIW was statistically significant in the direction of women experiencing more conflict overall, the correlations were very small in magnitude and may be considered negligible for practical purposes. Interestingly, results differed somewhat by type of conflict; for example, men actually reported more time-based WIF than women, though the effect was still small.

Some researchers have suggested that lack of gender differences may be due to qualitatively different work and family roles that men and women typically hold. To empirically address this idea, we examined gender differences in WFC in samples consisting of only parents, full-time workers, people in the same job, and dual-earner couple dyads. Although significant differences were found in four relationships (i.e., mothers reported greater FIW than fathers, women in dual-earner couples reported greater FIW, men in dual-earner couples reported greater WIF, and women in the same job as men reported more WIF), the latter two relationships were quite small. The former two relationships were the largest gender effects observed across our meta-analyses (albeit they are still rather small) and thus we elaborate more on those below.

With regard to parental status, the fact that mothers reported greater FIW than fathers mimics the predictions of the rational view. Specifically, the presence of children significantly increases family time demands, and research suggests these demands tend to fall disproportionately upon women (Neilson & Stanfors, 2014), resulting in increased FIW. Furthermore, these results are consistent with those found by Byron (2005) who found that percentage of parents in a sample moderated the relationship between gender and FIW, such that in samples with greater numbers of parents, women tended to report more FIW than men.

For dual-earner couples and FIW, the finding that wives report greater FIW than their husbands when the effect was basically null in the overall analyses is somewhat counterintuitive; men in these couples likely have greater family responsibilities than men in the overall analyses (given that they necessarily do not have a full-time homemaker partner to assist with family demands), which creates more opportunity for FIW. We speculate that this pattern may be explained by social comparison processes (Festinger, 1954). When not a member of a dual-earner couple, men may be more likely to compare themselves with other men whereas when a member of a dual-earner couple, men may be more likely to view their working wife as the more salient referent. As such, they may see themselves as allowing less family interference with work compared with their wives, but not when compared with other men. We encourage future research to explore the process by which WFC judgments are made to advance gender–WFC theory.

Although substantial true variability in gender–WFC relationships was observed, it was not explained by societal gender egalitarianism or study publication date. We acknowledge that our

approach to assessing cultural values is imperfect in that we imputed these values based on the country where the data were collected, but there may be meaningful variance within a country in cultural values across regions (e.g., Harrington & Gelfand, 2014) as well as over time (e.g., Taras, Steel, & Kirkman, 2012). Alternatively, perhaps the lack of significant variation based on gender egalitarianism may be due to opposing forces; some prior research has found that more gender egalitarian cultures may actually promote *greater* differentiation between the sexes on certain characteristics (e.g., personality; Costa, Terracciano, & McCrae, 2001). There is speculation that in high gender egalitarian contexts, people (both self and others) may be more apt to interpret behaviors or experiences as a result of personal choice and preference, exacerbating perceptions of gender differences, while in low gender egalitarian contexts, people may be more apt to attribute behaviors or experiences to the situation, minimizing perceptions of gender differences. Finally, the lack of observed moderator effects due to publication date could be due to the limited range of publication dates represented; the distribution of studies included in our meta-analysis is skewed toward more recent publication (approximately half were published 2010 or later). Given that these more macrolevel factors do not appear to explain variation across studies, it may be more fruitful for future research to explore more micro situational factors (e.g., organizational work–family policies and culture/climate).

In summary, to bring clarity to the current fragmented and inconsistent literature, we provide an estimate of the gender and WFC relationship based on the large, extant work–family literature. Contrary to popular perception and media representation, our results indicate that men and women appear to be more similar than different in their WFC experiences. Additionally, gender differences in WFC appear to generally be small, regardless of which specific subgroups are examined. Finally, there is meaningful variation in the magnitude of gender differences in WFC, but the key factors that determine this variation is currently not well understood.

Theoretical Findings and Implications

A main focus of our investigation was to test the veracity of various, often inconsistent, theories that have been proposed by work–family researchers. In examining the results of our investigation superficially, one could argue that the lack of observed gender differences in WFC implies that there is simply no meaningful relationship present and the need for theory is then removed (i.e., why aim to predict a relationship that is very small or does not exist?). We caution against this interpretation. In fact, we would argue that the proliferation of theory in this domain highlights the many complexities and intricacies involved that necessitate careful study.

For the gender–WIF relationship, work hours and family boundaries serve as mediators, providing some support for the rational view and asymmetrical permeability perspective. However, there is also a significant residual path between gender and WIF, in the direction of women experiencing greater WIF, despite most of the observed mediation paths within the model predicting the opposite pattern (i.e., that men should experience greater WIF). To uncover what omitted mediator(s) may explain this residual relationship, we build theory by examining job autonomy as a poten-

tial mediator. Although we find evidence that job autonomy serves as another mediator of the gender–WIF relationship, it appears that other yet uncovered factor(s) are needed to explain why there are only negligible gender differences in WIF overall despite men’s greater vulnerability resulting from greater work hours and weaker family boundaries.

This begs the question: which variables and processes *do* underlie this cancelling out effect? We speculate that one relevant mechanism missing in extant theorizing is the role of gender-specific expectations and socialization. Men have traditionally fulfilled their family role by providing financially. By working outside of the home, a man can fulfill *both* his work role and traditional family role—work and family demands are mutually supportive in this sense. On the other hand, the traditional mother or spouse role for women involves tending to family matters. When a woman works outside of the home, it takes away from her time available to fulfill her family caretaking role, meaning the roles are not mutually supportive in the way they are for men (Barnett & Baruch, 1987; Hodges & Park, 2013; Simon, 1995). Applying this to WFC, occupying dual roles may create internal conflict, guilt, and feelings of inadequacy for women (and not men), which increases stress, depletion, and perceptions that roles are in conflict, particularly when work interferes with family. Indeed, some research supports the idea that women experience greater guilt related to the work role impinging on family (Aycan & Eskin, 2005; Borelli, Nelson, River, Birken, & Moss-Racusin, 2017), although other studies find no gender differences (Offer & Schneider, 2011; Hochwarter, Perrewé, Meurs, & Kacmar, 2007). Given the limited research to date on the relationships between gender, guilt, and WFC, we were unable to test guilt as a mediator, but encourage future work to examine this possibility.

Turning to the gender–FIW relationship, we found support for the rational view, as women work more family hours which, in turn, relates to FIW. Although strength of family boundary was also a significant mediator, its pattern of relationships did not match the pattern predicted by both the asymmetrical permeability and male segmentation views. Rather, women actually formed stronger boundaries around family, which serves to reduce FIW. Together, these two mechanisms seem to have a cancelling out effect, as the residual path between gender and FIW was nonsignificant in the integrative model.

Theoretically, these results suggest that extant theories regarding boundary management are inaccurate and may be based on incorrect assumptions. More attention should be paid to why women form stronger boundaries around family (and work) given reason to expect otherwise. For example, it may be that this is a proactive strategy, one that women use knowing that they are likely to have high family demands, or a reactive coping strategy that is learned after dealing with initial difficulties managing work and family. Alternatively, the stronger boundaries could indicate that women are more psychologically present in the domain where they physically are located, regardless of which domain it is. It is important to note that as theorists expand on these findings, we suggest that additional empirical data is also collected. The literature on boundary management is rather nascent, resulting in the paths with boundary strength variables being tested based on the fewest number of primary studies; more studies would make these estimates more robust and help ensure an accurate inductive–deductive process of theory building.

Lastly, our study offers contributions that extend beyond the study of gender and WFC. In testing various theories, we estimated several relationships that have not previously been tested in the gender and work–family literatures. For example, both within and outside gender and WFC research (e.g., Bakker, Demerouti, & Dollard, 2008; Bolino & Turnley, 2005; McElwain, Korabik, & Rosin, 2005), researchers often assume that men and women exhibit domain salience differences along traditional lines. The present study represents the first meta-analytic test of this idea, to our knowledge, and suggests that this may be a false assumption for family salience, at least when focusing on samples of employed people. Additionally, gender differences in work salience, although significant, are also quite small. Similarly, we provide the first known meta-analytic estimate of the relationship between job autonomy and gender, boundary management and gender, as well as boundary management and WIF/FIW. In other words, in our efforts to clarify and better understand the relationship between gender and WFC, we also enhance our understanding of several other important relationships.

Future Research

In addition to the ideas mentioned previously, we advocate that future researchers adopt novel methodologies to investigate gender differences in WFC and examine whether results based on these alternative methods converge with the results of our meta-analysis, which is based mostly on cross-sectional, retrospective survey data. One method is to examine WFC on a within-person, episodic basis rather than via the traditional between-persons, levels-based measures (Maertz & Boyar, 2011). The levels-based approach involves asking participants to judge the extent that they agree or estimate general frequency of items that represent WFC experiences over a nondescript time period. This is in contrast to the episodic approach, which asks participants to report discrete experiences of WFC when or shortly after they occur. Measures used in previous research of this nature (Shockley & Allen, 2013; Shockley & Allen, 2015) are also broader and open-ended (e.g., “Did you experience WFC today? If yes, please describe the WFC situation.”). Using an episodic daily diary methodology, researchers could address numerous novel questions, such as (a) how many discrete episodes of WFC do men and women report across some set time period? (b) is the content of what men and women view as WFC similar? (c) how do these discrete episodes translate into reports of levels-based WFC (measured on a daily basis or chronically) and does this differ by WIF or FIW? If gender differences do emerge in this more microlevel of analysis, it implies that the lack of gender differences observed in levels-based research may be attributable to factors such as recall bias or differential interpretation of similar events. On the other hand, finding no gender differences would allow us to place greater faith in findings based on the traditional, levels-based research.

Future researchers should also consider extending the level-of-analysis to the couple-level. Although we acknowledge that WFC is not solely an issue for coupled individuals (Casper, Marquardt, Roberto, & Buss, 2016), many employees are embedded in this larger family unit. Couples are likely to adopt strategies together to manage work and family rather than operating in isolation (e.g., Hall & MacDermid, 2009; Masterson & Hoobler, 2015), and the behaviors of one partner may have direct implications on the WFC

of the other partner (Westman, 2006). It would be interesting to explore gender differences in WFC within couples taking into account their particular WFC management strategy. For example, some couples may decide to prioritize one person’s career and actively shield that partner from family intrusions, resulting in lower FIW for him/her (and perhaps higher levels of conflict for the other partner), but other couples may manage WFC by trading off the person’s whose career is prioritized over time (Hall, 1972), in which case gender differences in WFC are likely dynamic and not easily accurately captured without longitudinal methods. Yet, in other couples both partners may be equally invested in each domain and thus experience similar levels of both types of WFC. Overall, understanding the level of WFC of men or women would be enriched by greater theory and research that considers the broader family context. We took a first step in addressing this through our analyses of studies of dual-earner couples, but more nuanced approaches that account for the precise strategies, roles, and division of labor within a household would be informative.

Practical Implications

There are many culturally embedded and communicated stereotypes within society that influence assumptions about WFC as a feminine issue. Based on the findings of the present study, this seems to be a largely inaccurate assumption, at least in terms of WFC as typically measured in scholarly work. Widespread understanding that most men report similar levels of WFC as women could open dialogues and facilitate better work–family management for everyone. That is, research suggests that men often do not feel comfortable discussing work–family concerns because of fears of being stigmatized, threats to masculinity, and negative career repercussions (Butler & Skattebo, 2004; Vandello et al., 2013; Williams, Blair-Loy, & Berdahl, 2013). Challenging inaccurate stereotypes would not only better facilitate men’s use of available work–family resources and eventually achieve better work–family outcomes, but it could also shift norms for *all* employees. Specifically, if the use of work–family benefits became standard practice among working men and women alike, “punishment” as a result of these actions might be greatly reduced. This has the additional potential benefit of promoting greater gender parity overall in the workplace (Goldin, 2015; Sanders, Zeng, Hillcar, & Fagg, 2015).

Both organizational and national policy implications stem from our findings. As alluded to above, the finding that men and women experience the same or similar levels of WFC speaks to the need to provide access to and market work–family policies, such as flexible work arrangements or dependent care supports, to men and women equally. The work–family policy where there is the largest gender discrepancy in access and use is paid parental leave. In the United States, only 9% of workplaces offer paid paternity leave compared with 21.6% for maternity leave (Klerman, Daley, & Pozniak, 2013). In terms of use, research suggests that the average father takes only one day of leave time (paid or unpaid) for every month the mother takes, and the vast majority of fathers (96%) take a leave of two weeks or less (Harrington, Van Deusen, & Humberd, 2011). Although we acknowledge biological sex differences in childbirth, the lack of support for men is unjust, particularly in light of the fact that WFC is prevalent for men too. Research suggests that the more time a father spends with a new

child has long-term implications for a more equal division of labor (Huerta et al., 2013; Nepomnyaschy & Waldfogel, 2007), better father–infant bonding (Huerta et al., 2013), and increases in mother’s well-being (Redshaw & Henderson, 2013) and wages (Johansson, 2010). Our finding that mothers report slightly higher FIW than fathers may be attributable in part to these discrepancies. As constituents continue to advocate for paid maternity leave in the United States, we advocate for this effort to also include paternity leave given its widespread benefits, particularly “use-it-or-lose-it policies” that seem to be especially effective in promoting equitable division of labor between spouses (Brighouse & Wright, 2008).

Limitations

Despite its contributions, the present investigation has certain limitations. We underwent extensive efforts to include all relevant published studies, but given the large scope of the project we did not include unpublished studies (except for select conference presentations, theses, and dissertations) in our meta-analyses. This could result in publication bias, though recent research suggests that the file drawer problem appears to be uncommon in the organizational sciences literature (Dalton, Aguinis, Dalton, Bosco, & Pierce, 2012), which we drew heavily upon in these studies. Moreover, the large N and the fact that gender was not a main focus of many of the studies and thus not as prone to “significance bias” also alleviates this concern to a large extent.

Many of our hypothesis tests were based on meta-analytic correlation matrices. The cells of these matrices likely vary in the stability of estimated of population parameters, as the number of studies available differed across relationships. Generally, the ks (i.e., number of independent samples) in our matrices were quite large, but in a few cases estimated relationships in the matrix were based on a small number of studies (and included two primary studies that we conducted to obtain more robust and stable estimates). We urge researchers to interpret our results with this in mind. We also recognize that issues can arise when correlations within a meta-analytic matrix are based on samples that may come from different populations (Cheung & Chan, 2005), but this was the only feasible approach to generate the meta-analytic correlation matrix necessary for path modeling when studies in the literature do not include all variables of interest.

Conclusion

In conclusion, despite apparent widespread lay beliefs and media depictions of substantial gender differences in WFC, our meta-analysis, which cumulates more than 30 years of research and more than 350 studies on this topic, compellingly demonstrates that men and women across a wide range of family and work circumstances are more alike than different in their reports of WIF and FIW—challenging conventional wisdom. Existing theories predicting gender differences in WFC are complex and often contradictory, and our path analysis results suggest that only some of these theories (i.e., rational view for WIF and FIW and asymmetrical permeability for WIF) are supported by data. Furthermore, a more complete picture regarding why there are (or are not) gender differences in WFC emerges when multiple theoretical perspectives are integrated. However, it also appears that unknown

processes and mechanisms are likely given the pattern of results. Thus, we echo Eby et al.’s statement that “gender is deeply engrained in [work–family] relations” (p. 181) and challenge and encourage scholars to continue to develop more sophisticated theories and understanding of this fascinating and complex relationship.

References

References marked with an asterisk indicate studies included in the meta-analysis.

- *Adams, G. A., Durand, D. B., Burrell, L., Teitelbaum, J. M., Pehrson, K. L., & Hawkins, J. P. (2005). Direct and indirect effects of operations tempo on outcomes for soldiers and spouses. *Military Psychology, 17*, 229–246. http://dx.doi.org/10.1207/s15327876mp1703_6
- *Adams, G. A., & Jex, S. M. (1999). Relationships between time management, control, work–family conflict, and strain. *Journal of Occupational Health Psychology, 4*, 72–77. <http://dx.doi.org/10.1037/1076-8998.4.1.72>
- *Adams, G. A., King, L. A., & King, D. W. (1996). Relationships of job and family involvement, family social support, and work–family conflict with job and life satisfaction. *Journal of Applied Psychology, 81*, 411–420. <http://dx.doi.org/10.1037/0021-9010.81.4.411>
- *Adekola, B. (2010). Interferences between work and family among male and female executives in Nigeria. *African Journal of Business Management, 4*, 1069–1077.
- *Adkins, C. L., & Premeaux, S. F. (2012). Spending time: The impact of hours worked on work–family conflict. *Journal of Vocational Behavior, 80*, 380–389. <http://dx.doi.org/10.1016/j.jvb.2011.09.003>
- *Adler, M. A. (1993). Gender differences in job autonomy: The consequences of occupational segregation and authority position. *The Sociological Quarterly, 34*, 449–465. <http://dx.doi.org/10.1111/j.1533-8525.1993.tb00121.x>
- *Ahuja, M. K., Chudoba, K. M., Kacmar, C. J., McKnight, D. H., & George, J. F. (2007). IT road warriors: Balancing work–family conflict, job autonomy, and work overload to mitigate turnover intentions. *Management Information Systems Quarterly, 31*, 1–17.
- *Allen, T. D. (2001). Family-supportive work environments: The role of organizational perceptions. *Journal of Vocational Behavior, 58*, 414–435. <http://dx.doi.org/10.1006/jvbe.2000.1774>
- Allen, T. D., Cho, E., & Meier, L. L. (2014). Work–family boundary dynamics. *Annual Review of Organizational Psychology and Organizational Behavior, 1*, 99–121. <http://dx.doi.org/10.1146/annurev-orgpsych-031413-091330>
- *Allen, T. D., Shockley, K. M., & Poteat, L. F. (2008). Workplace factors associated with family dinner behaviors. *Journal of Vocational Behavior, 73*, 336–342. <http://dx.doi.org/10.1016/j.jvb.2008.07.004>
- *Allis, P., & O’Driscoll, M. (2008). Positive effects of nonwork-to-work facilitation on well-being in work, family and personal domains. *Journal of Managerial Psychology, 23*, 273–291. <http://dx.doi.org/10.1108/02683940810861383>
- *Anagnostopoulos, F., Demerouti, E., Sykioti, P., Niakas, D., & Zis, P. (2015). Factors associated with mental health status of medical residents: A model-guided study. *Journal of Clinical Psychology in Medical Settings, 22*, 90–109. <http://dx.doi.org/10.1007/s10880-014-9415-2>
- *Anand, S., Vidyarthi, P., Singh, S., & Ryu, S. (2015). Family interference and employee dissatisfaction: Do agreeable employees better cope with stress? *Human Relations, 68*, 691–708. <http://dx.doi.org/10.1177/0018726714539714>
- *Andraessen, C. S., Hetland, J., & Pallesen, S. (2013). Workaholism and work–family spillover in a cross-occupational sample. *European Journal of Work and Organizational Psychology, 22*, 78–87. <http://dx.doi.org/10.1080/1359432X.2011.626201>

- *Andreassi, J. K. (2006). *The role of personality and coping in work-family conflict: New directions* (Doctoral dissertation). Retrieved from ProQuest Dissertations and Theses. (UMI No. 3231993)
- Andrews, A., & Bailyn, L. (1993). Segmentation and synergy: Two models linking work and family. In J. C. Hood (Ed.), *Men, Work, and Family* (pp. 262–275). Newbury Park, CA: Sage.
- *Aryee, S. (1992). Antecedents and outcomes of work–family conflict among married professional women: Evidence from Singapore. *Human Relations, 45*, 813–837. <http://dx.doi.org/10.1177/001872679204500804>
- *Aryee, S. (1993). Dual-earner couples in Singapore: An examination of work and nonwork sources of their experienced burnout. *Human Relations, 46*, 1441–1468. <http://dx.doi.org/10.1177/001872679304601205>
- *Aryee, S., Fields, D., & Luk, V. (1999). A cross-cultural test of a model of the work–family interface. *Journal of Management, 25*, 491–511. <http://dx.doi.org/10.1177/014920639902500402>
- *Aryee, S., & Luk, V. (1996). Work and nonwork influences on the career satisfaction of dual-earner couples. *Journal of Vocational Behavior, 49*, 38–52. <http://dx.doi.org/10.1006/jvbe.1996.0032>
- *Aryee, S., Luk, V., Leung, A., & Lo, S. (1999). Role stressors, interrole conflict, and well-being: The moderating Influence of spousal support and coping behaviors among employed parents in Hong Kong. *Journal of Vocational Behavior, 54*, 259–278. <http://dx.doi.org/10.1006/jvbe.1998.1667>
- *Aryee, S., Srinivas, E. S., & Tan, H. H. (2005). Rhythms of life: Antecedents and outcomes of work–family balance in employed parents. *Journal of Applied Psychology, 90*, 132–146. <http://dx.doi.org/10.1037/0021-9010.90.1.132>
- Ashforth, B. E., Kreiner, G. E., & Fugate, M. (2000). All in a day's work: Boundaries and microrole transitions. *The Academy of Management Review, 25*, 472–491.
- *Aycan, Z., & Eskin, M. (2005). Relative contributions of childcare, spousal support, and organizational support in reducing work–family conflict for men and women: The case of Turkey. *Sex Roles, 53*, 453–471. <http://dx.doi.org/10.1007/s11199-005-7134-8>
- *Babin, B. J., & Boles, J. S. (1998). Employee behavior in a service environment: A model and test of potential differences between men and women. *Journal of Marketing, 62*, 77–91. <http://dx.doi.org/10.2307/1252162>
- *Bagger, J., & Li, A. (2012). Being important matters: The impact of work and family centralities on the family-to-work conflict–satisfaction relationship. *Human Relations, 65*, 473–500. <http://dx.doi.org/10.1177/0018726711430557>
- *Bagger, J., Li, A., & Gutek, B. A. (2008). How much do you value your family and does it matter? The joint effects of family identity salience, family-interference-with-work, and gender. *Human Relations, 61*, 187–211. <http://dx.doi.org/10.1177/0018726707087784>
- *Bagger, J., Reb, J., & Li, A. (2014). Anticipated regret in time-based work–family conflict. *Journal of Managerial Psychology, 29*, 304–320. <http://dx.doi.org/10.1108/JMP-05-2012-0157>
- *Baillien, E., De Cuyper, N., & De Witte, H. (2011). Job autonomy and workload as antecedents of workplace bullying: A two-wave test of Karasek's Job Demand Control Model for targets and perpetrators. *Journal of Occupational and Organizational Psychology, 84*, 191–208. <http://dx.doi.org/10.1348/096317910X508371>
- *Bakker, A. B., Demerouti, E., & Burke, R. (2009). Workaholism and relationship quality: A spillover-crossover perspective. *Journal of Occupational Health Psychology, 14*, 23–33. <http://dx.doi.org/10.1037/a0013290>
- *Bakker, A. B., Demerouti, E., & Dollard, M. F. (2008). How job demands affect partners' experience of exhaustion: Integrating work–family conflict and crossover theory. *Journal of Applied Psychology, 93*, 901–911. <http://dx.doi.org/10.1037/0021-9010.93.4.901>
- *Bakker, A. B., & Geurts, S. A. E. (2004). Toward a dual-process model of work-home interference. *Work and Occupations, 31*, 345–366. <http://dx.doi.org/10.1177/0730888404266349>
- *Balmforth, K., & Gardner, D. (2006). Conflict and facilitation between work and family: Realizing the outcomes for organizations. *New Zealand Journal of Psychology, 35*, 69–76.
- *Baltes, B. B., & Heydens-Gahir, H. A. (2003). Reduction of work–family conflict through the use of selection, optimization, and compensation behaviors. *Journal of Applied Psychology, 88*, 1005–1018. <http://dx.doi.org/10.1037/0021-9010.88.6.1005>
- *Baltes, B. B., Zhdanova, L. S., & Clark, M. A. (2011). Examining the relationships between personality, coping strategies, and work–family conflict. *Journal of Business and Psychology, 26*, 517–530. <http://dx.doi.org/10.1007/s10869-010-9207-0>
- *Baral, R., & Bhargava, S. (2010). Work–family enrichment as a mediator between organizational interventions for work-life balance and job outcomes. *Journal of Managerial Psychology, 25*, 274–300. <http://dx.doi.org/10.1108/02683941011023749>
- *Barich, A. W. (1994). *The moderating roles of coping and control on the experience of work–family conflict* (Doctoral dissertation). Retrieved from ProQuest Dissertations and Theses. (Order No. 952188)
- *Barnes-Farrell, J. L., Davies-Schriels, K., McGonagle, A., Walsh, B., Milia, L. D., Fischer, F. M., . . . Tepas, D. (2008). What aspects of shiftwork influence off-shift well-being of healthcare workers? *Applied Ergonomics, 39*, 589–596. <http://dx.doi.org/10.1016/j.apergo.2008.02.019>
- Barnett, R. C., & Baruch, G. K. (1987). Determinants of fathers' participation in family work. *Journal of Marriage and the Family, 49*, 29–40. <http://dx.doi.org/10.2307/352667>
- Barnett, R. C., & Hyde, J. S. (2001). Women, men, work, and family. An expansionist theory. *American Psychologist, 56*, 781–796. <http://dx.doi.org/10.1037/0003-066X.56.10.781>
- *Bass, B. L., Butler, A. B., Grzywacz, J. G., & Linney, K. D. (2009). Do job demands undermine parenting? A daily analysis of spillover and crossover effects. *Family Relations, 58*, 201–215. <http://dx.doi.org/10.1111/j.1741-3729.2008.00547.x>
- *Batt, R., & Valcour, P. M. (2003). Human resources practices as predictors of work–family outcomes and employee turnover. *Industrial Relations, 42*, 189–220. <http://dx.doi.org/10.1111/1468-232X.00287>
- Baumeister, R. F., Smart, L., & Boden, J. M. (1996). Relation of threatened egotism to violence and aggression: The dark side of high self-esteem. *Psychological Review, 103*, 5–33. <http://dx.doi.org/10.1037/0033-295X.103.1.5>
- *Beham, B., & Drobnič, S. (2010). Satisfaction with work–family balance among German office workers. *Journal of Managerial Psychology, 25*, 669–689. <http://dx.doi.org/10.1108/02683941011056987>
- *Beham, B., Drobnič, S., & Präg, P. (2014). The work–family interface of service sector workers: A comparison of work resources and professional status across five European countries. *Applied Psychology, 63*, 29–61. <http://dx.doi.org/10.1111/apps.12012>
- *Behson, S. J. (2000). *Informal work accommodations to family: A potential coping strategy for reducing the stress associated with work–family conflict among professional employees* (Doctoral dissertation). Retrieved from ProQuest Dissertations and Theses. (UMI No. 9954035)
- *Behson, S. J. (2002a). Coping with family-to-work conflict: The role of informal work accommodations to family. *Journal of Occupational Health Psychology, 7*, 324–341. <http://dx.doi.org/10.1037/1076-8998.7.4.324>
- *Behson, S. J. (2002b). Which dominates? The relative importance of work–family organizational support and general organizational context on employee outcomes. *Journal of Vocational Behavior, 61*, 53–72. <http://dx.doi.org/10.1006/jvbe.2001.1845>

- *Behson, S. J. (2006). The relative contribution of formal and informal organizational work-family support. *The Journal of Social Psychology, 146*, 65–84. <http://dx.doi.org/10.3200/SOCP.146.1.65-84>
- *Bekker, M. H. J., Willemsse, J. J. P., & De Goeij, J. W. J. M. (2010). The role of individual differences in particular autonomy-connectedness in women's and men's work-family balance. *Women & Health, 50*, 241–261. <http://dx.doi.org/10.1080/03630242.2010.480902>
- *Bernardi, S. I. (2013). *The relationship between role salience and work-family conflict among parents in dual-earner families* (Doctoral dissertation). Retrieved from ProQuest Dissertations and Theses. (UMI No. 3591604)
- Berry, C. M., Carpenter, N. C., & Barratt, C. L. (2012). Do other-reports of counterproductive work behavior provide an incremental contribution over self-reports? A meta-analytic comparison. *Journal of Applied Psychology, 97*, 613–636. <http://dx.doi.org/10.1037/a0026739>
- Berry, C. M., Ones, D. S., & Sackett, P. R. (2007). Interpersonal deviance, organizational deviance, and their common correlates: A review and meta-analysis. *Journal of Applied Psychology, 92*, 410–424. <http://dx.doi.org/10.1037/0021-9010.92.2.410>
- *Beutell, N. J., & Schneer, J. A. (2014). Work-family conflict and synergy among Hispanics. *Journal of Managerial Psychology, 29*, 705–735. <http://dx.doi.org/10.1108/JMP-11-2012-0342>
- *Beutell, N. J., & Wittig-Berman, U. (1999). Predictors of work-family conflict and satisfaction with family, job, career, and life. *Psychological Reports, 85*, 893. <http://dx.doi.org/10.2466/PRO.85.7.893-903>
- *Bhave, D. P., Kramer, A., & Glomb, T. M. (2013). Pay satisfaction and work-family conflict across time. *Journal of Organizational Behavior, 34*, 698–713. <http://dx.doi.org/10.1002/job.1832>
- Bianchi, S. M., & Milkie, M. A. (2010). Work and family research in the first decade of the 21st century. *Journal of Marriage and Family, 72*, 705–725. <http://dx.doi.org/10.1111/j.1741-3737.2010.00726.x>
- *Biggart, L., Corr, P., O'Brien, M., & Cooper, N. (2010). Trait emotional intelligence and work-family conflict in fathers. *Personality and Individual Differences, 48*, 911–916. <http://dx.doi.org/10.1016/j.paid.2010.02.020>
- *Bizzi, L., & Soda, G. (2011). The paradox of authentic selves and chameleons: Self-monitoring, perceived job autonomy and contextual performance. *British Journal of Management, 22*, 324–339. <http://dx.doi.org/10.1111/j.1467-8551.2011.00747.x>
- *Blanch, A., & Aluja, A. (2009a). Validation study of the Spanish version of the Work-family Conflict Questionnaire (CCTF). *The Spanish Journal of Psychology, 12*, 746–755. <http://dx.doi.org/10.1017/S113874160002110>
- *Blanch, A., & Aluja, A. (2009b). Work, family and personality: A study of work-family conflict. *Personality and Individual Differences, 46*, 520–524. <http://dx.doi.org/10.1016/j.paid.2008.12.004>
- *Blanch, A., & Aluja, A. (2012). Social support (family and supervisor), work-family conflict, and burnout: Sex differences. *Human Relations, 65*, 811–833. <http://dx.doi.org/10.1177/0018726712440471>
- *Blau, G. (2001). Testing the discriminant validity of occupational entrenchment. *Journal of Occupational and Organizational Psychology, 74*, 85–93. <http://dx.doi.org/10.1348/096317901167244>
- *Block, B. L. (1995). *An exploration of the relationships among work/family conflict, relevant personality variables, and well-being* (Doctoral dissertation). Retrieved from ProQuest Dissertations and Theses. (Order No. 9521252)
- *Boerner, S., & Dutschke, E. (2008). The impact of charismatic leadership on followers' initiative-oriented behavior: A study in German hospitals. *Health Care Management Review, 33*, 332–340. <http://dx.doi.org/10.1097/01.HCM.0000318771.82642.8f>
- *Bohle, P., Quinlan, M., McNamara, M., Pitts, C., & Willaby, H. (2015). Health and well-being of older workers: Comparing their associations with effort-reward imbalance and Pressure, Disorganisation and Regulatory Failure. *Work & Stress, 29*, 114–127. <http://dx.doi.org/10.1080/02678373.2014.1003995>
- *Bolino, M. C., & Turnley, W. H. (2005). The personal costs of citizenship behavior: The relationship between individual initiative and role overload, job stress, and work-family conflict. *Journal of Applied Psychology, 90*, 740–748. <http://dx.doi.org/10.1037/0021-9010.90.4.740>
- *Bolino, M. C., Turnley, W. H., Gilstrap, J. B., & Suazo, M. M. (2010). Citizenship under pressure: What's a "good soldier" to do? *Journal of Organizational Behavior, 31*, 835–855. <http://dx.doi.org/10.1002/job.635>
- Bollen, K. A. (1989). *Structural equation models with latent variables*. New York, NY: Wiley.
- Borelli, J. L., Nelson, S. K., River, L. M., Birken, S. A., & Moss-Racusin, C. (2017). Gender differences in work-family guilt in parents of young children. *Sex Roles, 76*, 356–368. <http://dx.doi.org/10.1007/s11199-016-0579-0>
- Borenstein, M., Hedges, L. V., Higgins, J. P. T., & Rothstein, H. R. (2014). *Comprehensive Meta-Analysis* (Version 3) [Computer software]. Englewood, NJ: Biostat.
- *Borovsky, D. M. (1998). *Models and operationalizations of work-family conflict: A comparative analysis and extension to organizational outcomes in a sample of unionized workers* (Doctoral dissertation). Retrieved from ProQuest Dissertations and Theses. (Order No. 9521252)
- *Boselie, P. (2010). High performance work practices in the health care sector: A Dutch case study. *International Journal of Manpower, 31*, 42–58. <http://dx.doi.org/10.1108/01437721011031685>
- *Bouchard, G., & Poirier, L. (2011). Neuroticism and well-being among employed new parents: The role of the work-family conflict. *Personality and Individual Differences, 50*, 657–661. <http://dx.doi.org/10.1016/j.paid.2010.12.012>
- *Boyar, S. L., Maertz, C. P., Jr., Mosley, D. C., Jr., & Carr, J. C. (2008). The impact of work/family demand on work-family conflict. *Journal of Managerial Psychology, 23*, 215–235. <http://dx.doi.org/10.1108/02683940810861356>
- *Boyar, S. L., Maertz, C. P., Jr., & Pearson, A. W. (2005). The effects of work-family conflict and family-work conflict on nonattendance behaviors. *Journal of Business Research, 58*, 919–925. <http://dx.doi.org/10.1016/j.jbusres.2003.11.005>
- *Boyd, E., Sliter, M., & Chatfield, S. (2014, May). *Double trouble: Interrole conflict and outcomes for second job holders*. Poster presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- *Brauchli, R., Bauer, G. F., & Hämmig, O. (2011). Relationship Between Time-Based Work-Life Conflict and Burnout. *Swiss Journal of Psychology, 70*, 165–174. <http://dx.doi.org/10.1024/1421-0185/a000052>
- *Brett, J. M., & Stroh, L. K. (2003). Working 61 plus hours a week: Why do managers do it? *Journal of Applied Psychology, 88*, 67–78. <http://dx.doi.org/10.1037/0021-9010.88.1.67>
- Brighouse, H., & Wright, E. O. (2008). Strong gender egalitarianism. *Politics & Society, 36*, 360–372. <http://dx.doi.org/10.1177/0032329208320566>
- *Britt, T. W., & Dawson, C. R. (2005). Predicting work-family conflict from workload, job attitudes, group attributes, and health: A longitudinal study. *Military Psychology, 17*, 203–227. http://dx.doi.org/10.1207/s15327876mp1703_5
- *Brough, P., O'Driscoll, M. P., & Kalliath, T. J. (2005). The ability of "family friendly" organizational resources to predict work-family conflict and job and family satisfaction. *Stress and Health, 21*, 223–234. <http://dx.doi.org/10.1002/smi.1059>
- *Brown, T. J. (2014). Work family conflict among parents of atypically developing children: Exploring the impact of worker, work, and child factors. *Journal of Child and Family Studies, 23*, 854–862. <http://dx.doi.org/10.1007/s10826-013-9739-9>

- *Bruck, C. S., & Allen, T. D. (2003). The relationship between big five personality traits, negative affectivity, type A behavior, and work-family conflict. *Journal of Vocational Behavior*, *63*, 457–472. [http://dx.doi.org/10.1016/S0001-8791\(02\)00040-4](http://dx.doi.org/10.1016/S0001-8791(02)00040-4)
- *Bruck, C. S., Allen, T. D., & Spector, P. E. (2002). The relation between work-family conflict and job satisfaction: A finer-grained analysis. *Journal of Vocational Behavior*, *60*, 336–353. <http://dx.doi.org/10.1006/jvbe.2001.1836>
- *Brunetto, Y., Farr-Wharton, R., Ramsay, S., & Shacklock, K. (2010). Supervisor relationships and perceptions of work-family conflict. *Asia Pacific Journal of Human Resources*, *48*, 212–232. <http://dx.doi.org/10.1177/1038411110368467>
- *Bryant, R. H. (2009). *Personality and work-family conflict: The mediational role of coping styles* (Doctoral dissertation). Retrieved from <http://scholarcommons.usf.edu/etd/1879/>
- *Bulger, C. A., Matthews, R. A., & Hoffman, M. E. (2007). Work and personal life boundary management: Boundary strength, work/personal life balance, and the segmentation-integration continuum. *Journal of Occupational Health Psychology*, *12*, 365–375. <http://dx.doi.org/10.1037/1076-8998.12.4.365>
- *Bumpus, M. F., Crouter, A. C., & McHale, S. M. (2006). Linkages between negative work-to-family spillover and mothers' and fathers' knowledge of their young adolescents' daily lives. *The Journal of Early Adolescence*, *26*, 36–59. <http://dx.doi.org/10.1177/0272431605282652>
- *Burley, K. A. (1995). Family variables as mediators of the relationship between work-family conflict and marital adjustment among dual-career men and women. *The Journal of Social Psychology*, *135*, 483–497. <http://dx.doi.org/10.1080/00224545.1995.9712217>
- *Butler, A. B., Grzywacz, J. G., Bass, B. L., & Linney, K. D. (2005). Extending the demands-control model: A daily diary study of job characteristics, work-family conflict and work-family facilitation. *Journal of Occupational and Organizational Psychology*, *78*, 155–169. <http://dx.doi.org/10.1348/096317905X40097>
- Butler, A. B., & Skattebo, A. (2004). What is acceptable for women may not be for men: The effect of family conflicts with work on job-performance ratings. *Journal of Occupational and Organizational Psychology*, *77*, 553–564. <http://dx.doi.org/10.1348/0963179042596478>
- Byron, K. (2005). A meta-analytic review of work-family conflict and its antecedents. *Journal of Vocational Behavior*, *67*, 169–198. <http://dx.doi.org/10.1016/j.jvb.2004.08.009>
- *Calvo-Salguero, A., Carrasco-Gonzalez, A. M., & de Lecea, J. M. S.-M. (2010). Relationship between work-family conflict and job satisfaction: The moderating effect of gender and the salience of family and work roles. *African Journal of Business Management*, *4*, 1247.
- *Calvo-Salguero, A., Martínez-de-Lecea, J.-M. S., & del Carmen Aguilar-Luzón, M. (2012). Gender and work-family conflict: Testing the rational model and the gender role expectations model in the Spanish cultural context. *International Journal of Psychology*, *47*, 118–132. <http://dx.doi.org/10.1080/00207594.2011.595414>
- *Carbone, D. J. (1991). *The effects of career stage and family stage on human service employees coping with work-family conflict* (Doctoral dissertation). Retrieved from ProQuest Dissertations and Theses. (Order No. 9204022)
- *Cardenas, R. A. (2007). *An identity approach to understanding diversity, inclusion and the work-family interface* (Doctoral dissertation). Retrieved from ProQuest Dissertations and Theses. (UMI No. 3272614)
- *Cardenas, R. A., Major, D. A., & Bernas, K. H. (2004). Exploring work and family distractions: Antecedents and outcomes. *International Journal of Stress Management*, *11*, 346–365. <http://dx.doi.org/10.1037/1072-5245.11.4.346>
- *Carless, S. A., & Bernath, L. (2007). Antecedents of intent to change careers among psychologists. *Journal of Career Development*, *33*, 183–200. <http://dx.doi.org/10.1177/0894845306296646>
- Carlson, D. S. (1999). Personality and role variables as predictors of three forms of work-family conflict. *Journal of Vocational Behavior*, *55*, 236–253. <http://dx.doi.org/10.1006/jvbe.1999.1680>
- *Carlson, D. S., Ferguson, M., Hunter, E. M., & Whitten, D. (2012). Abusive supervision and work-family conflict: The path through emotional labor and burnout. *The Leadership Quarterly*, *23*, 849–859. <http://dx.doi.org/10.1016/j.leaqua.2012.05.003>
- *Carlson, D. S., Grzywacz, J. G., Ferguson, M., Hunter, E. M., Clinch, C. R., & Arcury, T. A. (2011). Health and turnover of working mothers after childbirth via the work-family interface: An analysis across time. *Journal of Applied Psychology*, *96*, 1045–1054. <http://dx.doi.org/10.1037/a0023964>
- *Carlson, D. S., & Kacmar, K. M. (2000). Work-family conflict in the organization: Do life role values make a difference? *Journal of Management*, *26*, 1031–1054. <http://dx.doi.org/10.1177/014920630002600502>
- *Carlson, D. S., Kacmar, K. M., & Williams, L. J. (2000). Construction and initial validation of a multidimensional measure of work-family conflict. *Journal of Vocational Behavior*, *56*, 249–276. <http://dx.doi.org/10.1006/jvbe.1999.1713>
- *Carlson, D. S., Kacmar, K. M., Zivnuska, S., & Ferguson, M. (2015). Do the benefits of family-to-work transitions come at too great a cost? *Journal of Occupational Health Psychology*, *20*, 161–171. <http://dx.doi.org/10.1037/a0038279>
- *Carmeli, A. (2003). The relationship between emotional intelligence and work attitudes, behavior and outcomes: An examination among senior managers. *Journal of Managerial Psychology*, *18*, 788–813. <http://dx.doi.org/10.1108/02683940310511881>
- *Carson, K. D., & Bedeian, A. G. (1994). Career commitment: Construction of a measure and examination of its psychometric properties. *Journal of Vocational Behavior*, *44*, 237–262. <http://dx.doi.org/10.1006/jvbe.1994.1017>
- *Carvajal, M. J., & Hardigan, P. C. (2000). Pharmacists' sources of job satisfaction: Inter-gender differences in response. *American Journal of Pharmaceutical Education*, *64*, 420.
- *Casper, W. J., Harris, C., Taylor-Bianco, A., & Wayne, J. H. (2011). Work-family conflict, perceived supervisor support and organizational commitment among Brazilian professionals. *Journal of Vocational Behavior*, *79*, 640–652. <http://dx.doi.org/10.1016/j.jvb.2011.04.011>
- Casper, W. J., Marquardt, D., Roberto, K., & Buss, C. (2016). The hidden family lives of singles without dependent children. In T. Allen & L. Eby (Eds.), *Oxford handbook of work and family*. Oxford, UK: Oxford University Press.
- *Chakrabarti, M. (2011). *Work-family boundary management strategies: Examining outcomes, and the role of fit* (Doctoral dissertation). Retrieved from http://digitalcommons.wayne.edu/oa_dissertations/346
- *Chang, A., Chen, S.-C., & Chi, S.-C. S. (2014). Role salience and support as moderators of demand/conflict relationships in China. *European Journal of Work and Organizational Psychology*, *23*, 859–874. <http://dx.doi.org/10.1080/1359432X.2013.821739>
- *Chen, Z., & Powell, G. N. (2012). No pain, no gain? A resource-based model of work-to-family enrichment and conflict. *Journal of Vocational Behavior*, *81*, 89–98. <http://dx.doi.org/10.1016/j.jvb.2012.05.003>
- *Chen, Z., Powell, G. N., & Greenhaus, J. H. (2009). Work-to-family conflict, positive spillover, and boundary management: A person-environment fit approach. *Journal of Vocational Behavior*, *74*, 82–93. <http://dx.doi.org/10.1016/j.jvb.2008.10.009>
- Cheung, M. W.-L., & Chan, W. (2005). Meta-analytic structural equation modeling: A two-stage approach. *Psychological Methods*, *10*, 40–64. <http://dx.doi.org/10.1037/1082-989X.10.1.40>
- *Cho, E., & Allen, T. D. (2012). Relationship between work interference with family and parent-child interactive behavior: Can guilt help? *Journal of Vocational Behavior*, *80*, 276–287. <http://dx.doi.org/10.1016/j.jvb.2011.12.002>

- *Christiaens, W., & Bracke, P. (2014). Work-family conflict, health services and medication use among dual-income couples in Europe. *Sociology of Health & Illness*, 36, 319–337. <http://dx.doi.org/10.1111/1467-9566.12049>
- *Cinamon, R. G., & Rich, Y. (2002). Profiles of attribution of importance to life roles and their implications for the work-family conflict. *Journal of Counseling Psychology*, 49, 212–220. <http://dx.doi.org/10.1037/0022-0167.49.2.212>
- *Cinamon, R. G., & Rich, Y. (2005). Work-family conflict among female teachers. *Teaching and Teacher Education*, 21, 365–378. <http://dx.doi.org/10.1016/j.tate.2004.06.009>
- *Clark, M. A., Michel, J. S., Stevens, G. W., Howell, J. W., & Scruggs, R. S. (2014). Workaholism, work engagement and work-home outcomes: Exploring the mediating role of positive and negative emotions. *Stress and Health*, 30, 287–300. <http://dx.doi.org/10.1002/smi.2511>
- Clark, S. C. (2000). Work/family border theory: A new theory of work/family balance. *Human Relations*, 53, 747–770. <http://dx.doi.org/10.1177/0018726700536001>
- *Clark, S. C. (2001). Work cultures and work/family balance. *Journal of Vocational Behavior*, 58, 348–365. <http://dx.doi.org/10.1006/jvbe.2000.1759>
- *Clays, E., Kittel, F., Godin, I., Bacquer, D. D., & Backer, G. D. (2009). Measures of work-family conflict predict sickness absence from work. *Journal of Occupational and Environmental Medicine*, 51, 879–886. <http://dx.doi.org/10.1097/JOM.0b013e3181aa5070>
- *Cloninger, P. A., Selvarajan, T. T., Singh, B., & Huang, S. (Charlie). (2015). The mediating influence of work-family conflict and the moderating influence of gender on employee outcomes. *The International Journal of Human Resource Management*, 26, 2269–2287. <http://dx.doi.org/10.1080/09585192.2015.1004101>
- *Cohen, A. (1997). Nonwork influences on withdrawal cognitions: An empirical examination of an overlooked issue. *Human Relations*, 50, 1511–1536. <http://dx.doi.org/10.1177/001872679705001203>
- *Cohen, A., Granot-Shilovsky, L., & Yishai, Y. (2007). The relationship between personal, role, and organizational variables and promotion to managerial positions in the Israeli educational system. *Personnel Review*, 36, 6–22. <http://dx.doi.org/10.1108/00483480710716696>
- *Cohen, A., & Liani, E. (2009). Work-family conflict among female employees in Israeli hospitals. *Personnel Review*, 38, 124–141. <http://dx.doi.org/10.1108/00483480910931307>
- Cohen-Charash, Y., & Spector, P. E. (2001). The role of justice in organizations: A meta-analysis. *Organizational Behavior and Human Decision Processes*, 86, 278–321. <http://dx.doi.org/10.1006/obhd.2001.2958>
- Connelly, B. S., & Ones, D. S. (2010). An other perspective on personality: Meta-analytic integration of observers' accuracy and predictive validity. *Psychological Bulletin*, 136, 1092–1122. <http://dx.doi.org/10.1037/a0021212>
- *Corrêa, A. P., & Ferreira, M. C. (2011). The impact of environmental stressors and types of work contract on occupational stress. *The Spanish Journal of Psychology*, 14, 251–262. http://dx.doi.org/10.5209/rev_SJOP.2011.v14.n1.22
- *Corrigan, E. A. (2001). *Work-based social support for the family interdomain conflict, interdomain enhancement, job satisfaction and organizational commitment: A partially mediating model* (Doctoral dissertation). Retrieved from ProQuest Dissertations and Theses (UMI No. 3014421).
- Costa, P. T., Jr., Terracciano, A., & McCrae, R. R. (2001). Gender differences in personality traits across cultures: Robust and surprising findings. *Journal of Personality and Social Psychology*, 81, 322–331. <http://dx.doi.org/10.1037/0022-3514.81.2.322>
- *Crawford, W. S., Shanine, K. K., Whitman, M. V., & Kacmar, K. M. (2014, August). *Are you who we think you are? Impostors and work-family conflict*. Paper presented at the 74th Annual Meeting of the Academy of Management, Philadelphia, PA.
- Crosby, F. (1991). *Juggling: The unexpected advantages of balancing career and home for women and their families*. New York, NY: Free Press.
- *Culbertson, S. S., Huffman, A. H., & Alden-Anderson, R. (2010). Leader-member exchange and work-family interactions: The mediating role of self-reported challenge- and hindrance-related stress. *The Journal of Psychology: Interdisciplinary and Applied*, 144, 15–36. <http://dx.doi.org/10.1080/00223980903356040>
- *Cullen, J. C., & Hammer, L. B. (2007). Developing and testing a theoretical model linking work-family conflict to employee safety. *Journal of Occupational Health Psychology*, 12, 266–278. <http://dx.doi.org/10.1037/1076-8998.12.3.266>
- *Cullen, J. C., Hammer, L. B., Neal, M. B., & Sinclair, R. R. (2009). Development of a typology of dual-earner couples caring for children and aging parents. *Journal of Family Issues*, 30, 458–483. <http://dx.doi.org/10.1177/0192513X08326003>
- *Cunningham, C. J. L., & De La Rosa, G. M. (2008). The interactive effects of proactive personality and work-family interference on well-being. *Journal of Occupational Health Psychology*, 13, 271–282. <http://dx.doi.org/10.1037/1076-8998.13.3.271>
- *Dahling, J. J. (2007). *Suppressing positive emotional displays at work: An analysis of the individual and organizational consequences among nurses* (Doctoral dissertation). Retrieved from ProQuest Dissertations and Theses. (Order No. 3292821)
- *Dahm, P. C., Glomb, T. M., Manchester, C. F., & Leroy, S. (2015). Work-family conflict and self-discrepant time allocation at work. *Journal of Applied Psychology*, 100, 767–792. <http://dx.doi.org/10.1037/a0038542>
- *Dai, W., Chen, X., Arnulf, J. K., & Dai, M. (2014). Consequences of family interference with work: The roles of emotional exhaustion, service sabotage, and negative affectivity. *Social Behavior and Personality*, 42, 1613–1627. <http://dx.doi.org/10.2224/sbp.2014.42.10.1613>
- Dalton, D. R., Aguinis, H., Dalton, C. M., Bosco, F. A., & Pierce, C. A. (2012). Revisiting the file drawer problem in meta-analysis: An assessment of published and nonpublished correlation matrices. *Personnel Psychology*, 65, 221–249. <http://dx.doi.org/10.1111/j.1744-6570.2012.01243.x>
- *Day, A. L., & Chamberlain, T. C. (2006). Committing to your work, spouse, and children: Implications for work-family conflict. *Journal of Vocational Behavior*, 68, 116–130. <http://dx.doi.org/10.1016/j.jvb.2005.01.001>
- *de Janasz, S., Behson, S. J., Jonsen, K., & Lankau, M. J. (2013). Dual sources of support for dual roles: How mentoring and work-family culture influence work-family conflict and job attitudes. *The International Journal of Human Resource Management*, 24, 1435–1453. <http://dx.doi.org/10.1080/09585192.2012.709187>
- *de Jonge, J., & Schaufeli, W. B. (1998). Job characteristics and employee well-being: A test of Warr's Vitamin Model in health care workers using structural equation modelling. *Journal of Organizational Behavior*, 19, 387–407. [http://dx.doi.org/10.1002/\(SICI\)1099-1379\(199807\)19:4<387::AID-JOB851>3.0.CO;2-9](http://dx.doi.org/10.1002/(SICI)1099-1379(199807)19:4<387::AID-JOB851>3.0.CO;2-9)
- *de Lange, A. H., De Witte, H., & Notelaers, G. (2008). Should I stay or should I go? Examining longitudinal relations among job resources and work engagement for stayers versus movers. *Work & Stress*, 22, 201–223. <http://dx.doi.org/10.1080/02678370802390132>
- *Demerouti, E., Bakker, A. B., & Schaufeli, W. B. (2005). Spillover and crossover of exhaustion and life satisfaction among dual-earner parents. *Journal of Vocational Behavior*, 67, 266–289. <http://dx.doi.org/10.1016/j.jvb.2004.07.001>
- *Demerouti, E., Bouwman, K., & Sanz-Vergel, A. I. (2011). Job resources buffer the impact of work-family conflict on absenteeism in female employees. *Journal of Personnel Psychology*, 10, 166–176. <http://dx.doi.org/10.1027/1866-5888/a000044>

- *Demerouti, E., & Geurts, S. (2004). Towards a typology of work-home interaction. *Community, Work, & Family*, 7, 285–309. <http://dx.doi.org/10.1080/1366880042000295727>
- *Demsky, C. A., Ellis, A. M., & Fritz, C. (2014). Shrugging it off: Does psychological detachment from work mediate the relationship between workplace aggression and work-family conflict? *Journal of Occupational Health Psychology*, 19, 195–205. <http://dx.doi.org/10.1037/a0035448>
- *De Rijk, A., Nijhuis, F., & Alexanderson, K. (2009). Gender differences in work modifications and changed job characteristics during the return-to-work process: A prospective cohort study. *Journal of Occupational Rehabilitation*, 19, 185–193. <http://dx.doi.org/10.1007/s10926-009-9168-1>
- *Derks, D., & Bakker, A. B. (2014). Smartphone use, work-home interference, and burnout: A diary study on the role of recovery. *Applied Psychology*, 63, 411–440. <http://dx.doi.org/10.1111/j.1464-0597.2012.00530.x>
- *de Sivatte, I., & Guadamillas, F. (2013). Antecedents and outcomes of implementing flexibility policies in organizations. *The International Journal of Human Resource Management*, 24, 1327–1345. <http://dx.doi.org/10.1080/09585192.2011.561225>
- *Desrochers, S. (2001). *An integrative model of work-family role strain among university professors* (Doctoral dissertation). Retrieved from ProQuest Dissertations and Theses. (UMI No. 3024484)
- *Dierdorff, E. C., & Ellington, J. K. (2008). It's the nature of the work: Examining behavior-based sources of work-family conflict across occupations. *Journal of Applied Psychology*, 93, 883–892. <http://dx.doi.org/10.1037/0021-9010.93.4.883>
- *Dinger, M., Thatcher, J. B., & Stepina, L. P. (2010). A study of work-family conflict among IT professionals: Job characteristics, individual values, and management practices. *Journal of Organizational Computing and Electronic Commerce*, 20, 91–121. <http://dx.doi.org/10.1080/10919390903482341>
- *DiRenzo, M. S., Greenhaus, J. H., & Weer, C. H. (2011). Job level, demands, and resources as antecedents of work-family conflict. *Journal of Vocational Behavior*, 78, 305–314. <http://dx.doi.org/10.1016/j.jvb.2010.10.002>
- *Dishon-Berkovits, M. (2014). Burnout: Contributing and protecting factors within the work-family interface. *Journal of Career Development*, 41, 467–486. <http://dx.doi.org/10.1177/0894845313512181>
- *Dixon, M. A., & Sagas, M. (2007). The relationship between organizational support, work-family conflict, and the job-life satisfaction of university coaches. *Research Quarterly for Exercise and Sport*, 78, 236–247. <http://dx.doi.org/10.1080/02701367.2007.10599421>
- *du Prel, J.-B., & Peter, R. (2015). Work-family conflict as a mediator in the association between work stress and depressive symptoms: Cross-sectional evidence from the German lidA-cohort study. *International Archives of Occupational and Environmental Health*, 88, 359–368. <http://dx.doi.org/10.1007/s00420-014-0967-0>
- *Duxbury, L. E., & Higgins, C. A. (1991). Gender differences in work-family conflict. *Journal of Applied Psychology*, 76, 60–74. <http://dx.doi.org/10.1037/0021-9010.76.1.60>
- Duxbury, L., Higgins, C., & Lee, C. (1994). Work-family conflict: A comparison by gender, family type, and perceived control. *Journal of Family Issues*, 15, 449–466. <http://dx.doi.org/10.1177/019251394015003006>
- *Dysvik, A., & Kuvaas, B. (2011). Intrinsic motivation as a moderator on the relationship between perceived job autonomy and work performance. *European Journal of Work and Organizational Psychology*, 20, 367–387. <http://dx.doi.org/10.1080/13594321003590630>
- *Dysvik, A., & Kuvaas, B. (2013). Perceived job autonomy and turnover intention: The moderating role of perceived supervisor support. *European Journal of Work and Organizational Psychology*, 22, 563–573. <http://dx.doi.org/10.1080/1359432X.2012.667215>
- *Eagle, B. W., Icenogle, M. L., Maes, J. D., & Miles, E. W. (1998). The importance of employee demographic profiles for understanding experiences of work-family interrole conflicts. *The Journal of Social Psychology*, 138, 690–709. <http://dx.doi.org/10.1080/00224549809603255>
- *Eagle, B. W., Miles, E. W., & Icenogle, M. L. (1997). Interrole conflicts and the permeability of work and family domains: Are there gender differences? *Journal of Vocational Behavior*, 50, 168–184. <http://dx.doi.org/10.1006/jvbe.1996.1569>
- Eby, L. T., Casper, W. J., Lockwood, A., Bordeaux, C., & Brinley, A. (2005). Work and family research in IO/OB: Content analysis and review of the literature (1980–2002). *Journal of Vocational Behavior*, 66, 124–197. <http://dx.doi.org/10.1016/j.jvb.2003.11.003>
- *Eib, C., von Thiele Schwarz, U., & Blom, V. (2015). Don't let it get to you! A moderated mediated approach to the (in)justice-health relationship. *Journal of Occupational Health Psychology*, 20, 434–445. <http://dx.doi.org/10.1037/a0039005>
- *Eng, W., Moore, S., Grunberg, L., Greenberg, E., & Sikora, P. (2010). What influences work-family conflict? The function of work support and working from home. *Current Psychology*, 29, 104–120. <http://dx.doi.org/10.1007/s12144-010-9075-9>
- *Ergeneli, A., Ilsev, A., & Karapinar, P. B. (2010). Work-family conflict and job satisfaction relationship: The roles of gender and interpretive habits. *Gender, Work and Organization*, 17, 679–695. <http://dx.doi.org/10.1111/j.1468-0432.2009.00487.x>
- *Erickson, J. J., Martinengo, G., & Hill, E. J. (2010). Putting work and family experiences in context: Differences by family life stage. *Human Relations*, 63, 955–979. <http://dx.doi.org/10.1177/0018726709353138>
- *Ezzedein, S. R., & Swiercz, P. M. (2007). Development and initial validation of a cognitive-based work-nonwork conflict scale. *Psychological Reports*, 100, 979–999. <http://dx.doi.org/10.2466/pr0.100.3.979-999>
- Fagan, C., & Burchell, B. (2002). *Gender, jobs and working conditions in the European Union*. European Foundation for the Improvement of Living and Working Conditions. Luxembourg: Office for Official Publications of the European Communities. Retrieved from <http://files.eric.ed.gov/fulltext/ED475394.pdf>
- Fahlén, S. (2014). Does gender matter? Policies, norms and the gender gap in work-to-home and home-to-work conflict across Europe. *Community, Work, & Family*, 17, 371–391. <http://dx.doi.org/10.1080/13668803.2014.899486>
- *Fein, E. C., & Skinner, N. (2015). Clarifying the effect of work hours on health through work-life conflict. *Asia Pacific Journal of Human Resources*, 53, 448–470. <http://dx.doi.org/10.1111/1744-7941.12065>
- *Feldman, R., Sussman, A. L., & Zigler, E. (2004). Parental leave and work adaptation at the transition to parenthood: Individual, marital, and social correlates. *Journal of Applied Developmental Psychology*, 25, 459–479. <http://dx.doi.org/10.1016/j.appdev.2004.06.004>
- *Ferguson, M., Carlson, D., Hunter, E. M., & Whitten, D. (2012). A two-study examination of work-family conflict, production deviance and gender. *Journal of Vocational Behavior*, 81, 245–258. <http://dx.doi.org/10.1016/j.jvb.2012.07.004>
- *Ferguson, M., Carlson, D., Zivnuska, S., & Whitten, D. (2010). Is it better to receive than to give? Empathy in the conflict-distress relationship. *Journal of Occupational Health Psychology*, 15, 304–315. <http://dx.doi.org/10.1037/a0019620>
- *Ferris, G. R., & Kacmar, K. M. (1992). Perceptions of organizational politics. *Journal of Management*, 18, 93–116. <http://dx.doi.org/10.1177/014920639201800107>
- Festinger, L. (1954). A theory of social comparison processes. *Human Relations*, 7, 117–140. <http://dx.doi.org/10.1177/001872675400700202>
- *Foley, S., Hang-yue, N., & Lui, S. (2005). The effects of work stressors, perceived organizational support, and gender on work-family conflict in Hong Kong. *Asia Pacific Journal of Management*, 22, 237–256. <http://dx.doi.org/10.1007/s10490-005-3568-3>

- *Ford, M. T. (2011). Linking household income and work-family conflict: A moderated mediation study. *Stress and Health, 27*, 144–162. <http://dx.doi.org/10.1002/smi.1328>
- *Foster, J. B. (2003). *Child care disruptions and working mothers: An experience sampling method approach* (Doctoral dissertation). Retrieved from ProQuest Dissertations and Theses. (UMI No. 3090145)
- *Fox, M. L., & Dwyer, D. J. (1999). An investigation of the effects of time and involvement in the relationship between stressors and work-family conflict. *Journal of Occupational Health Psychology, 4*, 164–174. <http://dx.doi.org/10.1037/1076-8998.4.2.164>
- *Franke, F., Felfe, J., & Pundt, A. (2014). The impact of health-oriented leadership on follower health: Development and test of a new instrument measuring health-promoting leadership. *German Journal of Human Resource Management, 28*, 139–161. <http://dx.doi.org/10.1177/239700221402800108>
- *Frone, M. R. (2000). Work-family conflict and employee psychiatric disorders: The National Comorbidity Survey. *Journal of Applied Psychology, 85*, 888–895. <http://dx.doi.org/10.1037/0021-9010.85.6.888>
- Frone, M. R. (2003). Work-family balance. In J. C. Quick & L. E. Tetrick (Eds.), *Handbook of occupational health psychology* (pp. 143–162). Washington, DC: American Psychological Association. <http://dx.doi.org/10.1037/10474-007>
- *Frone, M. R., Barnes, G. M., & Farrell, M. P. (1994). Relationship of work-family conflict to substance use among employed mothers: The role of negative affect. *Journal of Marriage and the Family, 56*, 1019–1030. <http://dx.doi.org/10.2307/353610>
- *Frone, M. R., Russell, M., & Barnes, G. M. (1996). Work-family conflict, gender, and health-related outcomes: A study of employed parents in two community samples. *Journal of Occupational Health Psychology, 1*, 57–69. <http://dx.doi.org/10.1037/1076-8998.1.1.57>
- *Frone, M. R., Russell, M., & Cooper, M. L. (1994). Relationship between job and family satisfaction: Causal or noncausal covariation? *Journal of Management, 20*, 565–579. <http://dx.doi.org/10.1177/014920639402000303>
- *Frone, M. R., Russell, M., & Cooper, M. L. (1997). Relation of work-family conflict to health outcomes: A four-year longitudinal study of employed parents. *Journal of Occupational and Organizational Psychology, 70*, 325–335. <http://dx.doi.org/10.1111/j.2044-8325.1997.tb00652.x>
- *Frone, M. R., & Yardley, J. K. (1996). Workplace family-supportive programmes: Predictors of employed parents' importance ratings. *Journal of Occupational and Organizational Psychology, 69*, 351–366. <http://dx.doi.org/10.1111/j.2044-8325.1996.tb00621.x>
- *Frye, N. K., & Breaugh, J. A. (2004). Family-friendly policies, supervisor support, work-family conflict, family-work conflict, and satisfaction: A test of a conceptual model. *Journal of Business and Psychology, 19*, 197–220. <http://dx.doi.org/10.1007/s10869-004-0548-4>
- *Fu, C. K., & Shaffer, M. A. (2001). The tug of work and family: Direct and indirect domain-specific determinants of work-family conflict. *Personnel Review, 30*, 502–522. <http://dx.doi.org/10.1108/EUM0000000005936>
- *Fujimura, Y., Sekine, M., & Tatsuse, T. (2014). Sex differences in factors contributing to family-to-work and work-to-family conflict in Japanese civil servants. *Journal of Occupational Health, 56*, 485–497. <http://dx.doi.org/10.1539/joh.14-0045-OA>
- *Fuller, J. B., Marler, L. E., & Hester, K. (2006). Promoting felt responsibility for constructive change and proactive behavior: Exploring aspects of an elaborated model of work design. *Journal of Organizational Behavior, 27*, 1089–1120. <http://dx.doi.org/10.1002/job.408>
- *Fuss, I., Nübling, M., Hasselhorn, H.-M., Schwappach, D., & Rieger, M. A. (2008). Working conditions and Work-family Conflict in German hospital physicians: Psychosocial and organisational predictors and consequences. *BMC Public Health, 8*, 353. <http://dx.doi.org/10.1186/1471-2458-8-353>
- Galinsky, E., Aumann, K., & Bond, J. T. (2009). *Times are changing: Gender and generation at work and at home*. Retrieved from http://familiesandwork.org/site/research/reports/Times_Are_Changing.pdf
- *Galovan, A. M., Fackrell, T., Buswell, L., Jones, B. L., Hill, E. J., & Carroll, S. J. (2010). The work-family interface in the United States and Singapore: Conflict across cultures. *Journal of Family Psychology, 24*, 646–656. <http://dx.doi.org/10.1037/a0020832>
- *Gao, Y., Shi, J., Niu, Q., & Wang, L. (2013). Work-family conflict and job satisfaction: Emotional intelligence as a moderator. *Stress and Health, 29*, 222–228. <http://dx.doi.org/10.1002/smi.2451>
- *Gaspar, M. O. (2013). The modernisation process through the perceptions of work-family in Spain and Great Britain. *European Societies, 15*, 707–728. <http://dx.doi.org/10.1080/14616696.2013.829241>
- *Geurts, S. A. E., Beckers, D. G. J., Taris, T. W., Kompier, M. A. J., & Smulders, P. G. W. (2009). Worktime demands and work-family interference: Does worktime control buffer the adverse effects of high demands? *Journal of Business Ethics, 84*, 229–241. <http://dx.doi.org/10.1007/s10551-008-9699-y>
- *Geurts, S., Rutte, C., & Peeters, M. (1999). Antecedents and consequences of work-home interference among medical residents. *Social Science & Medicine, 48*, 1135–1148. [http://dx.doi.org/10.1016/S0277-9536\(98\)00425-0](http://dx.doi.org/10.1016/S0277-9536(98)00425-0)
- *Gignac, M. A. M., Kelloway, E. K., & Gottlieb, B. H. (1996). The impact of caregiving on employment: A mediational model of work-family conflict. *Canadian Journal on Aging/La Revue Canadienne Du Vieillessement, 15*, 525–542. <http://dx.doi.org/10.1017/S0714980800009405>
- *Goerdeler, K. J., Wegge, J., Schrod, N., Bilinska, P., & Rudolf, M. (2015). “Yuck, that’s disgusting!”—“No, not to me!”: Antecedents of disgust in geriatric care and its relation to emotional exhaustion and intention to leave. *Motivation and Emotion, 39*, 247–259. <http://dx.doi.org/10.1007/s11031-014-9431-4>
- *Golden, T. D. (2012). Altering the effects of work and family conflict on exhaustion: Telework during traditional and nontraditional work hours. *Journal of Business and Psychology, 27*, 255–269. <http://dx.doi.org/10.1007/s10869-011-9247-0>
- *Golden, T. D., Veiga, J. F., & Simsek, Z. (2006). Telecommuting’s differential impact on work-family conflict: Is there no place like home? *Journal of Applied Psychology, 91*, 1340–1350. <http://dx.doi.org/10.1037/0021-9010.91.6.1340>
- Goldin, C. (2015). *Hours flexibility and the gender gap in pay*. Washington, DC: American Center for Progress. Retrieved from https://cdn.americanprogress.org/wp-content/uploads/2015/04/Goldin_EqualPay-report14.pdf
- *Gooler, L. E. (1996). *Coping with work-family conflict: The role of organizational support* (Doctoral dissertation). Retrieved from ProQuest Dissertations and Theses. (UMI No. 9630461)
- *Gordon, J. R., & Rouse, E. D. (2013). The relationship of job and elder caregiving involvement to work-caregiving conflict and work costs. *Research on Aging, 35*, 96–117. <http://dx.doi.org/10.1177/0164027511424293>
- *Gottlieb, B. H., Kelloway, E. K., & Martin-Matthews, A. (1996). Predictors of work-family conflict, stress, and job satisfaction among nurses. *Canadian Journal of Nursing Research, 28*, 99–117.
- *Grandey, A. A., Cordeiro, B. L., & Crouter, A. C. (2005). A longitudinal and multi-source test of the work-family conflict and job satisfaction relationship. *Journal of Occupational and Organizational Psychology, 78*, 305–323. <http://dx.doi.org/10.1348/096317905X26769>
- *Grandey, A. A., Cordeiro, B. L., & Michael, J. H. (2007). Work-family supportiveness organizational perceptions: Important for the well-being of male blue-collar hourly workers? *Journal of Vocational Behavior, 71*, 460–478. <http://dx.doi.org/10.1016/j.jvb.2007.08.001>
- *Grandey, A. A., & Cropanzano, R. (1999). The Conservation of Resources Model applied to work-family conflict and strain. *Journal of Vocational Behavior, 54*, 350–370. <http://dx.doi.org/10.1006/jvbe.1998.1666>

- *Grandey, A. A., Dickter, D. N., & Sin, H-P. (2004). The customer is not always right: Customer aggression and emotion regulation of service employees. *Journal of Organizational Behavior*, 25, 397–418. <http://dx.doi.org/10.1002/job.252>
- *Grandey, A. A., Fisk, G. M., & Steiner, D. D. (2005). Must “service with a smile” be stressful? The moderating role of personal control for American and French employees. *Journal of Applied Psychology*, 90, 893–904. <http://dx.doi.org/10.1037/0021-9010.90.5.893>
- *Green, S. G., Schaefer, R. A. B., MacDermid, S. M., & Weiss, H. M. (2011). Partner reactions to work-to-family conflict: Cognitive appraisal and indirect crossover in couples. *Journal of Management*, 37, 744–769. <http://dx.doi.org/10.1177/0149206309349307>
- *Greenberg, E. S., & Grunberg, L. (1995). Work alienation and problem alcohol behavior. *Journal of Health and Social Behavior*, 36, 83–102. <http://dx.doi.org/10.2307/2137289>
- Greenhaus, J. H., Allen, T. D., & Spector, P. E. (2006). Health consequences of work–family conflict: The dark side of the work–family interface. In P. L. Perrewe & D. C. Ganster (Eds.), *Research in occupational stress and well-being* (Vol. 5, pp. 61–98). Amsterdam, the Netherlands: JAI Press/Elsevier. [http://dx.doi.org/10.1016/S1479-3555\(05\)05002-X](http://dx.doi.org/10.1016/S1479-3555(05)05002-X)
- Greenhaus, J. H., & Beutell, N. J. (1985). Sources of conflict between work and family roles. *The Academy of Management Review*, 10, 76–88.
- *Greenhaus, J. H., Collins, K. M., & Shaw, J. D. (2003). The relation between work–family balance and quality of life. *Journal of Vocational Behavior*, 63, 510–531. [http://dx.doi.org/10.1016/S0001-8791\(02\)00042-8](http://dx.doi.org/10.1016/S0001-8791(02)00042-8)
- *Greenhaus, J. H., Parasuraman, S., & Collins, K. M. (2001). Career involvement and family involvement as moderators of relationships between work–family conflict and withdrawal from a profession. *Journal of Occupational Health Psychology*, 6, 91–100. <http://dx.doi.org/10.1037/1076-8998.6.2.91>
- *Greenhaus, J. H., Parasuraman, S., Granrose, C. S., Rabinowitz, S., & Beutell, N. J. (1989). Sources of work–family conflict among two-career couples. *Journal of Vocational Behavior*, 34, 133–153. [http://dx.doi.org/10.1016/0001-8791\(89\)90010-9](http://dx.doi.org/10.1016/0001-8791(89)90010-9)
- *Greenhaus, J. H., Peng, A. C., & Allen, T. D. (2012). Relations of work identity, family identity, situational demands, and sex with employee work hours. *Journal of Vocational Behavior*, 80, 27–37. <http://dx.doi.org/10.1016/j.jvb.2011.05.003>
- *Greenhaus, J. H., Ziegert, J. C., & Allen, T. D. (2012). When family-supportive supervision matters: Relations between multiple sources of support and work–family balance. *Journal of Vocational Behavior*, 80, 266–275. <http://dx.doi.org/10.1016/j.jvb.2011.10.008>
- *Griggs, T. L., Casper, W. J., & Eby, L. T. (2013). Work, family and community support as predictors of work–family conflict: A study of low-income workers. *Journal of Vocational Behavior*, 82, 59–68. <http://dx.doi.org/10.1016/j.jvb.2012.11.006>
- *Gröpel, P., & Kuhl, J. (2009). Work-life balance and subjective well-being: The mediating role of need fulfilment. *British Journal of Psychology*, 100, 365–375. <http://dx.doi.org/10.1348/000712608X337797>
- *Grzywacz, J. G., Arcury, T. A., Márin, A., Carrillo, L., Burke, B., Coates, M. L., & Quandt, S. A. (2007). Work–family conflict: Experiences and health implications among immigrant Latinos. *Journal of Applied Psychology*, 92, 1119–1130. <http://dx.doi.org/10.1037/0021-9010.92.4.1119>
- *Gutek, B. A., Searle, S., & Klepa, L. (1991). Rational versus gender role explanations for work–family conflict. *Journal of Applied Psychology*, 76, 560–568. <http://dx.doi.org/10.1037/0021-9010.76.4.560>
- *Haar, J. M. (2004). Work–family conflict and turnover intention: Exploring the moderation effects of perceived work–family support. *New Zealand Journal of Psychology*, 33, 35–39.
- *Haar, J., & Spell, C. (2009). How does distributive justice affect work attitudes? The moderating effects of autonomy. *The International Journal of Human Resource Management*, 20, 1827–1842. <http://dx.doi.org/10.1080/09585190903087248>
- *Haggard, D. L., Robert, C., & Rose, A. J. (2011). Co-rumination in the workplace: Adjustment trade-offs for men and women who engage in excessive discussions of workplace problems. *Journal of Business and Psychology*, 26, 27–40. <http://dx.doi.org/10.1007/s10869-010-9169-2>
- *Haines, V. Y., III, Marchand, A., Rousseau, V., & Demers, A. (2008). The mediating role of work-to-family conflict in the relationship between shiftwork and depression. *Work & Stress*, 22, 341–356. <http://dx.doi.org/10.1080/02678370802564272>
- *Hakanen, J., & Peeters, M. (2015). How do work engagement, workaholism, and the work-to-family interface affect each other? A 7-year follow-up study. *Journal of Occupational and Environmental Medicine*, 57, 601–609. <http://dx.doi.org/10.1097/JOM.0000000000000457>
- *Halbesleben, J. R. B., Harvey, J., & Bolino, M. C. (2009). Too engaged? A conservation of resources view of the relationship between work engagement and work interference with family. *Journal of Applied Psychology*, 94, 1452–1465. <http://dx.doi.org/10.1037/a0017595>
- *Halbesleben, J. R. B., Wheeler, A. R., & Rossi, A. M. (2012). The costs and benefits of working with one’s spouse: A two-sample examination of spousal support, work–family conflict, and emotional exhaustion in work-linked relationships. *Journal of Organizational Behavior*, 33, 597–615. <http://dx.doi.org/10.1002/job.771>
- *Hall, A. T., Royle, M. T., Brymer, R. A., Perrewé, P. L., Ferris, G. R., & Hochwarter, W. A. (2006). Relationships between felt accountability as a stressor and strain reactions: The neutralizing role of autonomy across two studies. *Journal of Occupational Health Psychology*, 11, 87–99. <http://dx.doi.org/10.1037/1076-8998.11.1.87>
- Hall, D. T. (1972). A model of coping with role conflict: The role behavior of college educated women. *Administrative Science Quarterly*, 17, 471–486. <http://dx.doi.org/10.2307/2393827>
- Hall, S. S., & MacDermid, S. M. (2009). A typology of dual earner marriages based on work and family arrangements. *Journal of Family and Economic Issues*, 30, 215–225. <http://dx.doi.org/10.1007/s10834-009-9156-9>
- *Hammer, L. B., Allen, E., & Grigsby, T. D. (1997). Work–family conflict in dual-earner couples: Within-individual and crossover effects of work and family. *Journal of Vocational Behavior*, 50, 185–203. <http://dx.doi.org/10.1006/jvbe.1996.1557>
- *Hammer, L. B., Bauer, T. N., & Grandey, A. A. (2003). Work–family conflict and work-related withdrawal behaviors. *Journal of Business and Psychology*, 17, 419–436. <http://dx.doi.org/10.1023/A:1022820609967>
- *Hammer, L. B., Cullen, J. C., Neal, M. B., Sinclair, R. R., & Shafiro, M. V. (2005). The longitudinal effects of work–family conflict and positive spillover on depressive symptoms among dual-earner couples. *Journal of Occupational Health Psychology*, 10, 138–154. <http://dx.doi.org/10.1037/1076-8998.10.2.138>
- *Hammer, L. B., Ernst Kossek, E., Bodner, T., & Crain, T. (2013). Measurement development and validation of the Family Supportive Supervisor Behavior Short-Form (FSSB-SF). *Journal of Occupational Health Psychology*, 18, 285–296. <http://dx.doi.org/10.1037/a0032612>
- *Hammer, L. B., Kossek, E. E., Yragui, N. L., Bodner, T. E., & Hanson, G. C. (2009). Development and validation of a multidimensional measure of Family Supportive Supervisor Behaviors (FSSB). *Journal of Management*, 35, 837–856. <http://dx.doi.org/10.1177/0149206308328510>
- *Hammer, T. H., Saksvik, P. Ø., Nytrø, K., Torvatn, H., & Bayazit, M. (2004). Expanding the psychosocial work environment: Workplace norms and work–family conflict as correlates of stress and health. *Journal of Occupational Health Psychology*, 9, 83–97. <http://dx.doi.org/10.1037/1076-8998.9.1.83>
- *Hammond, M., Cleveland, J. N., O’Neill, J. W., Stawski, R. S., & Jones Tate, A. (2015). Mediators of transformational leadership and the work–

- family relationship. *Journal of Managerial Psychology*, 30, 454–469. <http://dx.doi.org/10.1108/JMP-10-2011-0090>
- *Hanson, G. C. (2011). *A Multi-Level Study of the Predictors of Family-Supportive Supervision* (Doctoral dissertation). Retrieved from ProQuest Dissertations and Theses database. (Order No. 3459805)
- *Hardesty, S. A., & Betz, N. E. (1980). The relationships of career salience, attitudes toward women, and demographic and family characteristics to marital adjustment in dual-career couples. *Journal of Vocational Behavior*, 17, 242–250. [http://dx.doi.org/10.1016/0001-8791\(80\)90008-1](http://dx.doi.org/10.1016/0001-8791(80)90008-1)
- Harrington, B., Van Deusen, F., & Humbert, B. (2011). *The new dad: Caring, committed and conflicted*. Chestnut Hill, MA: Boston College Center for Work & Family.
- Harrington, J. R., & Gelfand, M. J. (2014). Tightness-looseness across the 50 united states. *Proceedings of the National Academy of Sciences of the United States of America*, 111, 7990–7995. <http://dx.doi.org/10.1073/pnas.1317937111>
- *Harris, K. J., Harris, R. B., Carlson, J. R., & Carlson, D. S. (2015). Resource loss from technology overload and its impact on work-family conflict: Can leaders help? *Computers in Human Behavior*, 50, 411–417. <http://dx.doi.org/10.1016/j.chb.2015.04.023>
- *Hassan, Z., Dollard, M. F., & Winefield, A. H. (2010). Work-family conflict in East vs Western countries. *Cross Cultural Management*, 17, 30–49. <http://dx.doi.org/10.1108/13527601011016899>
- *Hechanova, R. M. M. (2013). The call center as a revolving door: A Philippine perspective. *Personnel Review*, 42, 349–365. <http://dx.doi.org/10.1108/00483481311320444>
- Hegewisch, A., & Hartmann, H. (2014). *Occupational segregation and the gender wage gap: A job half done*. Washington, DC: Institute of Women's Policy Research.
- *Heponiemi, T., Aalto, A.-M., Puttonen, S., Vänskä, J., & Elovainio, M. (2014). Work-related stress, job resources, and well-being among psychiatrists and other medical specialists in Finland. *Psychiatric Services*, 65, 796–801. <http://dx.doi.org/10.1176/appi.ps.201300200>
- *Heponiemi, T., Elovainio, M., Pekkarinen, L., Sinervo, T., & Kouvonen, A. (2008). The effects of job demands and low job control on work-family conflict: The role of fairness in decision making and management. *Journal of Community Psychology*, 36, 387–398. <http://dx.doi.org/10.1002/jcop.20200>
- *Heponiemi, T., Kouvonen, A., Sinervo, T., & Elovainio, M. (2010). Do psychosocial factors moderate the association of fixed-term employment with work interference with family and sleeping problems in registered nurses: A cross-sectional questionnaire survey. *International Journal of Nursing Studies*, 47, 1096–1104. <http://dx.doi.org/10.1016/j.ijnurstu.2010.01.008>
- *Hergatt Huffman, A., Olson, J. K., O'Gara, T. C., Jr., & King, E. B. (2014). Gender role beliefs and fathers' work-family conflict. *Journal of Managerial Psychology*, 29, 774–793. <http://dx.doi.org/10.1108/JMP-11-2012-0372>
- *Herst, D. E. L. (2003). *Cross-cultural measurement invariance of work/family conflict scales across English-speaking samples* (Doctoral dissertation). Retrieved from ProQuest Dissertations and Theses database. (Order No. 3133516)
- *Higgins, C., Duxbury, L., & Lee, C. (1994). Impact of life-cycle stage and gender on the ability to balance work and family responsibilities. *Family Relations*, 43, 144–150. <http://dx.doi.org/10.2307/585316>
- Higgins, J. P. T., & Thompson, S. G. (2002). Quantifying heterogeneity in a meta-analysis. *Statistics in Medicine*, 21, 1539–1558. <http://dx.doi.org/10.1002/sim.1186>
- *Hill, E. J. (2005). Work-family facilitation and conflict, working fathers and mothers, work-family stressors and support. *Journal of Family Issues*, 26, 793–819. <http://dx.doi.org/10.1177/0192513X05277542>
- *Ho, J., & Nesbit, P. L. (2014). Self-leadership in a Chinese context: Work outcomes and the moderating role of job autonomy. *Group & Organization Management*, 39, 389–415. <http://dx.doi.org/10.1177/1059601114539389>
- *Ho, M. Y., Chen, X., Cheung, F. M., Liu, H., & Worthington, E. L., Jr. (2013). A dyadic model of the work-family interface: A study of dual-earner couples in China. *Journal of Occupational Health Psychology*, 18, 53–63. <http://dx.doi.org/10.1037/a0030885>
- Hochwarter, W. A., Perrewé, P. L., Meurs, J. A., & Kacmar, C. (2007). The interactive effects of work-induced guilt and ability to manage resources on job and life satisfaction. *Journal of Occupational Health Psychology*, 12, 125–135. <http://dx.doi.org/10.1037/1076-8998.12.2.125>
- Hodges, A. J., & Park, B. (2013). Oppositional identities: Dissimilarities in how women and men experience parent versus professional roles. *Journal of Personality and Social Psychology*, 105, 193–216. <http://dx.doi.org/10.1037/a0032681>
- *Höge, T. (2009). When work strain transcends psychological boundaries: An inquiry into the relationship between time pressure, irritation, work-family conflict and psychosomatic complaints. *Stress and Health*, 25, 41–51. <http://dx.doi.org/10.1002/smi.1226>
- *Höge, T., & Hornung, S. (2015). Perceived flexibility requirements: Exploring mediating mechanisms in positive and negative effects on worker well-being. *Economic and Industrial Democracy*, 36, 407–430. <http://dx.doi.org/10.1177/0143831X13511274>
- *Holbrook, S. K. (2005). *Development and initial validation of the Work-Family Facilitation Scale* (Doctoral dissertation). Retrieved from ProQuest Dissertations and Theses database. (Order No. 3188413)
- *Hoobler, J. M., & Hu, J. (2013). A model of injustice, abusive supervision, and negative affect. *The Leadership Quarterly*, 24, 256–269. <http://dx.doi.org/10.1016/j.leaqua.2012.11.005>
- *Hoobler, J. M., Wayne, S. J., & Lemmon, G. (2009). Bosses' perceptions of family-work conflict and women's promotability: Glass ceiling effects. *Academy of Management Journal*, 52, 939–957. <http://dx.doi.org/10.5465/AMJ.2009.44633700>
- *Hornung, S., & Glaser, J. (2009). Home-based telecommuting and quality of life: Further evidence on an employee-oriented human resource practice. *Psychological Reports*, 104, 395–402. <http://dx.doi.org/10.2466/PRO.104.2.395-402>
- *Hornung, S., Glaser, J., & Rousseau, D. M. (2010). Interdependence as an I(-)deal: Enhancing job autonomy and distributive justice via individual negotiation. *German Journal of Human Resource Management*, 24, 108–129. <http://dx.doi.org/10.1177/239700221002400202>
- *Hornung, S., Rousseau, D. M., & Glaser, J. (2008). Creating flexible work arrangements through idiosyncratic deals. *Journal of Applied Psychology*, 93, 655–664. <http://dx.doi.org/10.1037/0021-9010.93.3.655>
- *Hornung, S., Weigl, M., Glaser, J., & Angerer, P. (2013). Is it so bad or am I so tired? *Journal of Personnel Psychology*, 12, 124–131. <http://dx.doi.org/10.1027/1866-5888/a000088>
- *Hostetler, A. J., Desrochers, S., Kopko, K., & Moen, P. (2012). Marital and family satisfaction as a function of work-family demands and community resources: Individual- and couple-level analyses. *Journal of Family Issues*, 33, 316–340. <http://dx.doi.org/10.1177/0192513X11413877>
- *Houkes, I., Winants, Y. H. W. M., & Twellaar, M. (2008). Specific determinants of burnout among male and female general practitioners: A cross-lagged panel analysis. *Journal of Occupational and Organizational Psychology*, 81, 249–276. <http://dx.doi.org/10.1348/096317907X218197>
- House, R. J., Hanges, P. J., Javidan, M., Dorfman, P., & Gupta, V. (2004). *Culture, leadership and organizations: The GLOBE study of 62 societies*. Thousand Oaks, CA: Sage.
- House, R. J., & Javidan, M. (2004). Overview of GLOBE. In R. J. House, P. J. Hanges, M. Javidan, P. W. Dorfman, & V. Gupta (Eds.), *Culture, leadership, and organizations: The GLOBE study of 62 societies* (pp. 9–28). Thousand Oaks, CA: Sage.

- *Hsu, Y. R. (2011). Work–family conflict and job satisfaction in stressful working environments: The moderating roles of perceived supervisor support and internal locus of control. *International Journal of Manpower*, 32, 233–248. <http://dx.doi.org/10.1108/01437721111130224>
- *Hu, H.-H., Hsu, C.-T., Lee, W.-R., Chang, J.-H., & Hsu, M.-H. (2011). Mediating and moderating processes in the relation between problem customer perceptions and work–family conflict. *Service Industries Journal*, 31, 1365–1380. <http://dx.doi.org/10.1080/02642060903437600>
- *Huang, M.-H., & Cheng, Z.-H. (2012). The effects of inter-role conflicts on turnover intention among frontline service providers: Does gender matter? *Service Industries Journal*, 32, 367–381. <http://dx.doi.org/10.1080/02642069.2010.545391>
- *Huang, Y.-H., Hammer, L. B., Neal, M. B., & Perrin, N. A. (2004). The relationship between work-to-family conflict and family-to-work conflict: A longitudinal study. *Journal of Family and Economic Issues*, 25, 79–100. <http://dx.doi.org/10.1023/B:JEEI.0000016724.76936.a1>
- Huerta, M. C., Adema, W., Baxter, J., Han, W., Lausten, M., Lee, R., & Waldfogel, J. (2013). Fathers' leave, fathers' involvement and child development: Are they related? Evidence from four OECD countries. *OECD Social, Employment and Migration Working Papers (No. 140)*. Paris, France: OECD Publishing. <http://dx.doi.org/10.1787/5k4dlw9w6czq-en>
- *Huffman, A. H., Casper, W. J., & Payne, S. C. (2014). How does spouse career support relate to employee turnover? Work interfering with family and job satisfaction as mediators. *Journal of Organizational Behavior*, 35, 194–212. <http://dx.doi.org/10.1002/job.1862>
- *Huffman, A. H., Youngcourt, S. S., Payne, S. C., & Castro, C. A. (2008). The importance of construct breadth when examining interrole conflict. *Educational and Psychological Measurement*, 68, 515–530. <http://dx.doi.org/10.1177/0013164407308472>
- *Hughes, D., Galinsky, E., & Morris, A. (1992). The effects of job characteristics on marital quality: Specifying linking mechanisms. *Journal of Marriage and the Family*, 54, 31–42. <http://dx.doi.org/10.2307/353273>
- *Hughes, E. L., & Parkes, K. R. (2007). Work hours and well-being: The roles of work-time control and work–family interference. *Work & Stress*, 21, 264–278. <http://dx.doi.org/10.1080/02678370701667242>
- Hunter, J. E., & Schmidt, F. L. (1990). *Methods of meta-analysis: Correcting error and bias in research findings*. Newbury Park, CA: Sage.
- Hunter, J. E., & Schmidt, F. L. (2000). Fixed effects vs. random effects meta-analysis models: Implications for cumulative research knowledge. *International Journal of Selection and Assessment*, 8, 275–292. <http://dx.doi.org/10.1111/1468-2389.00156>
- Hunter, J. E., & Schmidt, F. L. (2004). *Methods of meta-analysis: Correcting error and bias in research findings* (2nd ed.). Thousand Oaks, CA: Sage. <http://dx.doi.org/10.4135/9781412985031>
- *Huth, M. (2013). *Work-life balance satisfaction formation: A quantitative and qualitative investigation of how workers contribute to their own work-life balance satisfaction formation within the context of work-groups* (Doctoral dissertation). Retrieved from ProQuest Dissertations and Theses database. (Order No. 3605637)
- *Ilies, R., Schwind, K. M., Wagner, D. T., Johnson, M. D., DeRue, D. S., & Ilgen, D. R. (2007). When can employees have a family life? The effects of daily workload and affect on work–family conflict and social behaviors at home. *Journal of Applied Psychology*, 92, 1368–1379. <http://dx.doi.org/10.1037/0021-9010.92.5.1368>
- *Innstrand, S. T., Langballe, E. M., Falkum, E., Espnes, G. A., & Aasland, O. G. (2009). Gender-specific perceptions of four dimensions of the work/family interaction. *Journal of Career Assessment*, 17, 402–416. <http://dx.doi.org/10.1177/1069072709334238>
- *Izraeli, D. N. (1993). Work/family conflict among women and men managers in dual-career couples in Israel. *Journal of Social Behavior & Personality*, 8, 371–388.
- *Janssen, P. P. M., Peeters, M. C. W., de Jonge, J., Houkes, I., & Tummers, G. E. R. (2004). Specific relationships between job demands, job resources and psychological outcomes and the mediating role of negative work–home interference. *Journal of Vocational Behavior*, 65, 411–429. <http://dx.doi.org/10.1016/j.jvb.2003.09.004>
- *Janzen, B. L., & Kelly, I. W. (2012). Psychological distress among employed fathers: Associations with family structure, work quality, and the work–family interface. *American Journal of Men's Health*, 6, 294–302. <http://dx.doi.org/10.1177/1557988311435835>
- *Jawahar, I. M., Kismore, J. L., Stone, T. H., & Rahn, D. L. (2012). Differential effect of inter-role conflict on proactive individual's experience of burnout. *Journal of Business and Psychology*, 27, 243–254. <http://dx.doi.org/10.1007/s10869-011-9234-5>
- *Jensen, M. T. (2014). Exploring business travel with work–family conflict and the emotional exhaustion component of burnout as outcome variables: The job demands–resources perspective. *European Journal of Work and Organizational Psychology*, 23, 497–510. <http://dx.doi.org/10.1080/1359432X.2013.787183>
- Johansson, E.-A. (2010). The effect of own and spousal parental leave on earnings. *IFAU Working Paper 2010:4*. Uppsala, Sweden: Institute for Labor Market Policy Evaluation (IFAU).
- *Johns, G. (2011). Attendance dynamics at work: The antecedents and correlates of presenteeism, absenteeism, and productivity loss. *Journal of Occupational Health Psychology*, 16, 483–500. <http://dx.doi.org/10.1037/a0025153>
- *Johnson, A. F. (2002). *Multiple -role self-efficacy and value attainment: Personal factors that mediate the relationships between levels of work and family involvement and work -family conflict* (Doctoral dissertation). Retrieved from ProQuest Dissertations and Theses database. (Order No. 3083180) <http://search.proquest.com/docview/304797090/abstract/EEB30A3A016143E1PQ/1>
- *Judge, T. A., Boudreau, J. W., & Bretz, R. D., Jr. (1994). Job and life attitudes of male executives. *Journal of Applied Psychology*, 79, 767–782. <http://dx.doi.org/10.1037/0021-9010.79.5.767>
- *Judge, T. A., & Colquitt, J. A. (2004). Organizational justice and stress: The mediating role of work–family conflict. *Journal of Applied Psychology*, 89, 395–404. <http://dx.doi.org/10.1037/0021-9010.89.3.395>
- *Kailasapathy, P., Metz, I., & Kraimer, M. (2008, August). *A study of work–family conflict: The role of exchange relationships and gender*. Paper presented at the Academy of Management Annual Conference, Anaheim, CA, USA.
- *Kalliath, P., Hughes, M., & Newcombe, P. (2012). When work and family are in conflict: Impact on psychological strain experienced by social workers in Australia. *Australian Social Work*, 65, 355–371. <http://dx.doi.org/10.1080/0312407X.2011.625035>
- *Karatepe, O. M. (2011). Do job resources moderate the effect of emotional dissonance on burnout? A study in the city of Ankara, Turkey. *International Journal of Contemporary Hospitality Management*, 23, 44–65. <http://dx.doi.org/10.1108/09596111111101661>
- *Karatepe, O. M. (2013). The effects of work overload and work–family conflict on job embeddedness and job performance: The mediation of emotional exhaustion. *International Journal of Contemporary Hospitality Management*, 25, 614–634. <http://dx.doi.org/10.1108/09596111111322952>
- *Karatepe, O. M., & Baddar, L. (2006). An empirical study of the selected consequences of frontline employees' work–family conflict and family–work conflict. *Tourism Management*, 27, 1017–1028. <http://dx.doi.org/10.1016/j.tourman.2005.10.024>
- *Karatepe, O. M., & Karadas, G. (2014). The effect of psychological capital on conflicts in the work–family interface, turnover and absence intentions. *International Journal of Hospitality Management*, 43, 132–143. <http://dx.doi.org/10.1016/j.ijhm.2014.09.005>
- *Karatepe, O. M., & Kilic, H. (2007). Relationships of supervisor support and conflicts in the work–family interface with the selected job out-

- comes of frontline employees. *Tourism Management*, 28, 238–252. <http://dx.doi.org/10.1016/j.tourman.2005.12.019>
- *Karatepe, O. M., & Kilic, H. (2009). The effects of two directions of conflict and facilitation on frontline employees' job outcomes. *Service Industries Journal*, 29, 977–993. <http://dx.doi.org/10.1080/02642060.902749716>
- *Karatepe, O. M., & Magaji, A. B. (2008). Work-family conflict and facilitation in the hotel industry: A study in Nigeria. *Cornell Hospitality Quarterly*, 49, 395–412. <http://dx.doi.org/10.1177/1938965508326282>
- *Karatepe, O. M., Sokmen, A., Yavas, U., & Babakus, U. (2010). Work-family conflict and burnout in frontline service jobs: Direct, mediating and moderating effects. *E+M. Ekonomie a Management*, 13, 61–73.
- *Karatepe, O. M., & Uludag, O. (2008). Supervisor support, work-family conflict, and satisfaction outcomes: An empirical study in the hotel industry. *Journal of Human Resources in Hospitality & Tourism*, 7, 115–134. <http://dx.doi.org/10.1080/15332840802156824>
- *Karlson, B., Eek, F., Orbaek, P., & Österberg, K. (2009). Effects on sleep-related problems and self-reported health after a change of shift schedule. *Journal of Occupational Health Psychology*, 14, 97–109. <http://dx.doi.org/10.1037/a0014116>
- *Kashefi, M. (2004). Racial differences on organizational attachment? Structural explanation of attitude differences between white and African American employees. *Journal of Black Studies*, 34, 702–718. <http://dx.doi.org/10.1177/0021934703261936>
- *Kato, M., & Yamazaki, Y. (2009). An examination of factors related to work-to-family conflict among employed men and women in Japan. *Journal of Occupational Health*, 51, 303–313. <http://dx.doi.org/10.1539/joh.L8099>
- *Katsikea, E., Theodosiou, M., Perdakis, N., & Kehagias, J. (2011). The effects of organizational structure and job characteristics on export sales managers' job satisfaction and organizational commitment. *Journal of World Business*, 46, 221–233. <http://dx.doi.org/10.1016/j.jwb.2010.11.003>
- *Katz-Wise, S. L., Priess, H. A., & Hyde, J. S. (2010). Gender-role attitudes and behavior across the transition to parenthood. *Developmental Psychology*, 46, 18–28. <http://dx.doi.org/10.1037/a0017820>
- *Keeney, J., Boyd, E. M., Sinha, R., Westring, A. F., & Ryan, A. M. (2013). From “work-family” to “work-life”: Broadening our conceptualization and measurement. *Journal of Vocational Behavior*, 82, 221–237. <http://dx.doi.org/10.1016/j.jvb.2013.01.005>
- *Kiburz, K. M., & Allen, T. D. (2012). Dispositional mindfulness as a unique predictor of work-family conflict. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- *Kim, H., & Stoner, M. (2008). Burnout and turnover intention among social workers: Effects of role stress, job autonomy and social support. *Administration in Social Work*, 32, 5–25. <http://dx.doi.org/10.1080/03643100801922357>
- *Kim, S. L., Lee, S., Park, E., & Yun, S. (2015). Knowledge sharing, work-family conflict and supervisor support: Investigating a three-way effect. *The International Journal of Human Resource Management*, 26, 2434–2452. <http://dx.doi.org/10.1080/09585192.2015.1020442>
- *Kim, S.-S., Okechukwu, C. A., Buxton, O. M., Dennerlein, J. T., Boden, L. I., Hashimoto, D. M., & Sorensen, G. (2013). Association between work-family conflict and musculoskeletal pain among hospital patient care workers. *American Journal of Industrial Medicine*, 56, 488–495. <http://dx.doi.org/10.1002/ajim.22120>
- *Kinman, G., & Jones, F. (2008). A life beyond work? Job demands, work-life balance, and wellbeing in UK academics. *Journal of Human Behavior in the Social Environment*, 17, 41–60. <http://dx.doi.org/10.1080/10911350802165478>
- *Kinnunen, U., Feldt, T., Geurts, S., & Pulkkinen, L. (2006). Types of work-family interface: Well-being correlates of negative and positive spillover between work and family. *Scandinavian Journal of Psychology*, 47, 149–162. <http://dx.doi.org/10.1111/j.1467-9450.2006.00502.x>
- *Kinnunen, U., Feldt, T., Mauno, S., & Rantanen, J. (2010). Interface between work and family: A longitudinal individual and crossover perspective. *Journal of Occupational and Organizational Psychology*, 83, 119–137. <http://dx.doi.org/10.1348/096317908X399420>
- *Kinnunen, U., & Mauno, S. (1998). Antecedents and outcomes of work-family conflict among employed women and men in Finland. *Human Relations*, 51, 157–177. <http://dx.doi.org/10.1177/001872679805100203>
- *Kinnunen, U., Vermulst, A., Gerris, J., & Mäkikangas, A. (2003). Work-family conflict and its relations to well-being: The role of personality as a moderating factor. *Personality and Individual Differences*, 35, 1669–1683. [http://dx.doi.org/10.1016/S0191-8869\(02\)00389-6](http://dx.doi.org/10.1016/S0191-8869(02)00389-6)
- *Kirchmeyer, C. (1993). Nonwork-to-work spillover: A more balanced view of the experiences and coping of professional women and men. *Sex Roles*, 28, 531–552. <http://dx.doi.org/10.1007/BF00289679>
- *Kirchmeyer, C. (1995). Managing the work-nonwork boundary: An assessment of organizational responses. *Human Relations*, 48, 515–536. <http://dx.doi.org/10.1177/001872679504800504>
- Klerman, J., Daley, K., & Pozniak, A. (2013). *Family and Medical Leave in 2012: Tech. Rep. No.* Cambridge, MA: Abt Associates.
- *Kohn, J. L., Rholes, S. W., Simpson, J. A., Martin, A. M., III, Tran, S., & Wilson, C. L. (2012). Changes in marital satisfaction across the transition to parenthood: The role of adult attachment orientations. *Personality and Social Psychology Bulletin*, 38, 1506–1522. <http://dx.doi.org/10.1177/0146167212454548>
- *König, S., & Cesinger, B. (2015). Gendered work-family conflict in Germany: Do self-employment and flexibility matter? *Work, Employment and Society*, 29, 531–549. <http://dx.doi.org/10.1177/09500170.14545264>
- *Kopelman, R. E., Protts, D. J., Thompson, C. A., & Jahn, E. W. (2006). A multilevel examination of work-life practices: Is more always better? *Journal of Managerial Issues*, 18, 232–253.
- Korabik, K., McElwain, A., & Chappell, D. (2008). Integrating gender-related issues into research on work and family. In K. Korabik, D. S. Lero, & D. L. Whitehead (Eds.), *Handbook of work-family integration: Research, theory, and best practices* (pp. 215–232). San Diego, CA: Elsevier. <http://dx.doi.org/10.1016/B978-012372574-5.50015-6>
- *Kossek, E. E., Colquitt, J. A., & Noe, R. A. (2001). Caregiving decisions, well-being, and performance: The effects of place and provider as a function of dependent type and work-family climates. *Academy of Management Journal*, 44, 29–44. <http://dx.doi.org/10.2307/3069335>
- *Kossek, E. E., Lautsch, B. A., & Eaton, S. C. (2006). Telecommuting, control, and boundary management: Correlates of policy use and practice, job control, and work-family effectiveness. *Journal of Vocational Behavior*, 68, 347–367. <http://dx.doi.org/10.1016/j.jvb.2005.07.002>
- *Kossek, E. E., Ruderman, M. N., Braddy, P. W., & Hannum, K. M. (2012). Work-nonwork boundary management profiles: A person-centered approach. *Journal of Vocational Behavior*, 81, 112–128. <http://dx.doi.org/10.1016/j.jvb.2012.04.003>
- *Kreiner, G. E. (2001). *On the edge of identity: Boundary conflict and workplace fit* (Doctoral dissertation). Retrieved from ProQuest Dissertation and Theses database. (Order No. 3035154)
- *Kreiner, G. E. (2006). Consequences of work-home segmentation or integration: A person-environment fit perspective. *Journal of Organizational Behavior*, 27, 485–507. <http://dx.doi.org/10.1002/job.386>
- *Kulik, L., Shilo-Levin, S., & Liberman, G. (2015). Multiple roles, role conflict, and sense of meaning in life among working parents. *Journal of Career Development*, 42, 263–280. <http://dx.doi.org/10.1177/0894845.314559428>
- *Kwan, H. K. (2015). *Antecedents and Outcomes of Family-Supportive Supervisor Behaviors* (Doctoral dissertation). Retrieved from ProQuest Dissertations and Theses database. (Order No. 3626089)

- *Kwan, H. K., Lau, V. P., & Au, K. (2012). Effects of family-to-work conflict on business owners: The role of family business. *Family Business Review*, 25, 178–190. <http://dx.doi.org/10.1177/0894486511426006>
- Laczo, R. M., Sackett, P. R., Bobko, P., & Cortina, J. M. (2005). A comment on sampling error in the standardized mean difference with unequal sample sizes: Avoiding potential errors in meta-analytic and primary research. *Journal of Applied Psychology*, 90, 758–764. <http://dx.doi.org/10.1037/0021-9010.90.4.758>
- *Lam, C. F., & Mayer, D. M. (2014). When do employees speak up for their customers? A model of voice in a customer service context. *Personnel Psychology*, 67, 637–666. <http://dx.doi.org/10.1111/peps.12050>
- *Lambert, A., Steinke, C. M., & Harris, K. J. (2012). Benefit availability and usage: Examination of independent and interactive effects. *Journal of Managerial Issues*, 24, 369–389.
- *Lambert, E. G., Hogan, N. L., & Barton, S. M. (2002). The impact of work–family conflict on correctional staff job satisfaction: An exploratory study. *American Journal of Criminal Justice*, 27, 35–52. <http://dx.doi.org/10.1007/BF02898969>
- *Lambert, E. G., Hogan, N. L., Dial, K. C., Jiang, S., & Khondaker, M. I. (2012). Is the job burning me out? An exploratory test of the Job Characteristics Model on the emotional burnout of prison staff. *The Prison Journal*, 92, 3–23. <http://dx.doi.org/10.1177/0032885511428794>
- *Lambert, E. G., Minor, K. I., Wells, J. B., & Hogan, N. L. (2015). Leave your job at work: The possible antecedents of work–family conflict among correctional staff. *The Prison Journal*, 95, 114–134. <http://dx.doi.org/10.1177/0032885514563284>
- *Lang, J. C., & Lee, C. H. (2005). Identity accumulation, others' acceptance, job-search self-efficacy, and stress. *Journal of Organizational Behavior*, 26, 293–312. <http://dx.doi.org/10.1002/job.309>
- *Lapierre, L. M., & Allen, T. D. (2012). Control at work, control at home, and planning behavior: Implications for work–family conflict. *Journal of Management*, 38, 1500–1516. <http://dx.doi.org/10.1177/0149206310385868>
- *Lapierre, L. M., Hammer, L. B., Truxillo, D. M., & Murphy, L. A. (2012). Family interference with work and workplace cognitive failure: The mitigating role of recovery experiences. *Journal of Vocational Behavior*, 81, 227–235. <http://dx.doi.org/10.1016/j.jvb.2012.07.007>
- *Lapierre, L. M., van Steenbergen, E. F., Peeters, M. C. W., & Kluwer, E. S. (2016). Juggling work and family responsibilities when involuntarily working more from home: A multiwave study of financial sales professionals. *Journal of Organizational Behavior*, 37, 804–822. <http://dx.doi.org/10.1002/job.2075>
- *Laschober, T. C., Eby, L. T., & Kinkade, K. (2013). Mentoring support from clinical supervisors: Mentor motives and associations with counselor work-to-nonwork conflict. *Journal of Substance Abuse Treatment*, 44, 186–192. <http://dx.doi.org/10.1016/j.jsat.2012.05.001>
- *Låstad, L., Berntson, E., Näswall, K., Lindfors, P., & Sverke, M. (2015). Measuring quantitative and qualitative aspects of the job insecurity climate: Scale validation. *The Career Development International*, 20, 202–217. <http://dx.doi.org/10.1108/CDI-03-2014-0047>
- *Laster, K. M. (2002). *An examination of the relationships between select psychological dimensions and work-to-family and family-to-work role conflict in men and women* (Doctoral dissertation). Retrieved from ProQuest Dissertations and Theses database. (Order No. 3038979)
- *Lau, P. V., Yee Wong, Y., & Chow, C. W. C. (2013). Turning the tables: Mitigating effects of proactive personality on the relationships between work-to-family conflict and work- and nonwork-related outcomes. *The Career Development International*, 18, 503–520. <http://dx.doi.org/10.1108/CDI-01-2012-0020>
- *Lautsch, B. A., Kossek, E. E., & Eaton, S. C. (2009). Supervisory approaches and paradoxes in managing telecommuting implementation. *Human Relations*, 62, 795–827. <http://dx.doi.org/10.1177/0018726709104543>
- *Lawson, K. M., Davis, K. D., Crouter, A. C., & O'Neill, J. W. (2013). Understanding work–family spillover in hotel managers. *International Journal of Hospitality Management*, 33, 273–281. <http://dx.doi.org/10.1016/j.ijhm.2012.09.003>
- *Leach, M. F. (1997). *Relationships between work and life attitudes of small business owners* (Doctoral dissertation). Retrieved from ProQuest Dissertations and Theses database. (Order No. 9725838)
- *Lee, C. H. (2005). A study of underemployment among self-initiated expatriates. *Journal of World Business*, 40, 172–187. <http://dx.doi.org/10.1016/j.jwb.2005.02.005>
- *Lee, S., Kim, S. L., Park, E. K., & Yun, S. (2013). Social support, work–family conflict, and emotional exhaustion in South Korea. *Psychological Reports*, 113, 619–634. <http://dx.doi.org/10.2466/21.14.PRO.113x23z3>
- *Lee Siew Kim, J., & Seow Ling, C. (2001). Work–family conflict of women entrepreneurs in Singapore. *Women in Management Review*, 16, 204–221. <http://dx.doi.org/10.1108/09649420110395692>
- *Leineweber, C., Baltzer, M., Magnusson Hanson, L. L., & Westerlund, H. (2013). Work–family conflict and health in Swedish working women and men: A 2-year prospective analysis (the SLOSH study). *European Journal of Public Health*, 23, 710–716. <http://dx.doi.org/10.1093/eurpub/cks064>
- *Li, C., Lu, J., & Zhang, Y. (2013). Cross-domain effects of work–family conflict on organizational commitment and performance. *Social Behavior and Personality*, 41, 1641–1653. <http://dx.doi.org/10.2224/sbp.2013.41.10.1641>
- *Liang, H-L. (2015). Are you tired? Spillover and crossover effects of emotional exhaustion on the family domain. *Asian Journal of Social Psychology*, 18, 22–32. <http://dx.doi.org/10.1111/ajsp.12075>
- *Liang, H., Peng, Z., Xue, Y., Guo, X., & Wang, N. (2015). Employees' exploration of complex systems: An integrative view. *Journal of Management Information Systems*, 32, 322–357. <http://dx.doi.org/10.1080/07421222.2015.1029402>
- *Liao, P-Y. (2011). Linking work–family conflict to job attitudes: The mediating role of social exchange relationships. *The International Journal of Human Resource Management*, 22, 2965–2980. <http://dx.doi.org/10.1080/09585192.2011.606117>
- *Lieberman, B. E. (2012). *The mediating role of family-work conflict on the relationship between family and work domain variables and employment trade-offs* (Doctoral dissertation). Retrieved from ProQuest Dissertations and Theses database. (Order No. 3505613)
- *Liguori, E. W., McLarty, B. D., & Muldoon, J. (2013). The moderating effect of perceived job characteristics on the proactive personality-organizational citizenship behavior relationship. *Leadership & Organization Development Journal*, 34, 724–740. <http://dx.doi.org/10.1108/LODJ-01-2012-0014>
- *Lingard, H., Francis, V., & Turner, M. (2010). Work–family conflict in construction: Case for a finer-grained analysis. *Journal of Construction Engineering and Management*, 136, 1196–1206. [http://dx.doi.org/10.1061/\(ASCE\)CO.1943-7862.0000229](http://dx.doi.org/10.1061/(ASCE)CO.1943-7862.0000229)
- *Liu, C., Spector, P. E., Liu, Y., & Shi, L. (2011). The interaction of job autonomy and conflict with supervisor in China and the United States: A qualitative and quantitative comparison. *International Journal of Stress Management*, 18, 222–245. <http://dx.doi.org/10.1037/a0024752>
- *Liu, S., Zhang, Y., Chen, L., Guo, L., & Yu, D. (2015). Enterprise WeChat groups: Their effect on work-life conflict and life-work enhancement. *Frontiers of Business Research in China*, 9, 516–535. <http://dx.doi.org/10.3868/s070-004-015-0020-5>
- Livingston, G. (2014). Growing number of dads home with the kids: Biggest increase among those caring for family. Retrieved from Pew Research Center website: <http://www.pewsocialtrends.org/2014/06/05/growing-number-of-dads-home-with-the-kids/fcouner>

- *Lizano, E. L., Hsiao, H.-Y., Barak, M. E. M., & Casper, L. M. (2014). Support in the workplace: Buffering the deleterious effects of work-family conflict on child welfare workers' well-being and job burnout. *Journal of Social Service Research, 40*, 178–188. <http://dx.doi.org/10.1080/01488376.2013.875093>
- *Lobel, S. A., & Clair, L. S. (1992). Effects of family responsibilities, gender, and career identity salience on performance outcomes. *Academy of Management Journal, 35*, 1057–1069. <http://dx.doi.org/10.2307/256540>
- *Loerch, K. J., Russell, J. E. A., & Rush, M. C. (1989). The relationships among family domain variables and work-family conflict for men and women. *Journal of Vocational Behavior, 35*, 288–308. [http://dx.doi.org/10.1016/0001-8791\(89\)90031-6](http://dx.doi.org/10.1016/0001-8791(89)90031-6)
- *Lu, J.-F., Siu, O.-L., Spector, P. E., & Shi, K. (2009). Antecedents and outcomes of a fourfold taxonomy of work-family balance in Chinese employed parents. *Journal of Occupational Health Psychology, 14*, 182–192. <http://dx.doi.org/10.1037/a0014115>
- *Lu, L. (2012). Self-construals and work/family conflict: A monocultural analysis in Taiwan. *International Journal of Stress Management, 19*, 251–271. <http://dx.doi.org/10.1037/a0030576>
- *Lu, L., Chang, T.-T., Kao, S.-F., & Cooper, C. L. (2015). Testing an integrated model of the work-family interface in Chinese employees: A longitudinal study. *Asian Journal of Social Psychology, 18*, 12–21. <http://dx.doi.org/10.1111/ajsp.12081>
- *Luk, M. D. (2001). *An investigation of work-family conflict: A cross-cultural comparison* (Doctoral dissertation). Retrieved from ProQuest Dissertations and Theses database. (Order No. 3028816)
- Lyness, K. S., & Judiesch, M. K. (2014). Gender egalitarianism and work-life balance for managers: Multisource perspectives in 36 countries. *Applied Psychology, 63*, 96–129. <http://dx.doi.org/10.1111/apps.12011>
- *Lyness, K. S., & Thompson, D. E. (1997). Above the glass ceiling? A comparison of matched samples of female and male executives. *Journal of Applied Psychology, 82*, 359–375. <http://dx.doi.org/10.1037/0021-9010.82.3.359>
- *Mache, S., Bernburg, M., Vitzthum, K., Groneberg, D. A., Klapp, B. F., & Danzer, G. (2015). Managing work-family conflict in the medical profession: Working conditions and individual resources as related factors. *British Medical Journal Open, 5*(4), e006871. <http://dx.doi.org/10.1136/bmjopen-2014-006871>
- Maertz, C. P., Jr., & Boyar, S. L. (2011). Work-family conflict, enrichment, and balance under “levels” and “episodes” approaches. *Journal of Management, 37*, 68–98. <http://dx.doi.org/10.1177/0149206310382455>
- *Mäkelä, L., Bergbom, B., Tanskanen, J., & Kinnunen, U. (2014). The relationship between international business travel and sleep problems via work-family conflict. *The Career Development International, 19*, 794–812. <http://dx.doi.org/10.1108/CDI-04-2014-0048>
- *Malach-Pines, A., Hammer, L., & Neal, M. (2009). “Sandwiched generation” couples: A cross-cultural, cross-gender comparison. *Pratiques Psychologiques, 15*, 225–237. <http://dx.doi.org/10.1016/j.prps.2008.09.010>
- *Mallard, A. G. C., & Lance, C. E. (1998). Development and evaluation of a parent-employee interrole conflict scale. *Social Indicators Research, 45*, 343–370. <http://dx.doi.org/10.1023/A:1006914418251>
- *Marchand, A., Durand, P., Haines, V., III, & Harvey, S. (2015). The multilevel determinants of workers' mental health: Results from the SALVEO study. *Social Psychiatry and Psychiatric Epidemiology, 50*, 445–459. <http://dx.doi.org/10.1007/s00127-014-0932-y>
- *Marks, N. F. (1998). Does it hurt to care? Caregiving, work-family conflict, and midlife well-being. *Journal of Marriage and the Family, 60*, 951–966. <http://dx.doi.org/10.2307/353637>
- *Martins, L. L., Eddleston, K. A., & Veiga, J. F. (2002). Moderators of the relationship between work-family conflict and career satisfaction. *Academy of Management Journal, 45*, 399–409. <http://dx.doi.org/10.2307/3069354>
- Masterson, C. R., & Hoobler, J. M. (2015). Care and career: A family identity-based typology of dual-earner couples. *Journal of Organizational Behavior, 36*, 75–93. <http://dx.doi.org/10.1002/job.1945>
- *Masuda, A. D., McNall, L. A., Allen, T. D., & Nicklin, J. M. (2012). Examining the constructs of work-to-family enrichment and positive spillover. *Journal of Vocational Behavior, 80*, 197–210. <http://dx.doi.org/10.1016/j.jvb.2011.06.002>
- *Masuda, A. D., Poelmans, S. A. Y., Allen, T. D., Spector, P. E., Lapiere, L. M., Cooper, C. L., . . . Moreno-Velazquez, I. (2012). Flexible work arrangements availability and their relationship with work-to-family conflict, job satisfaction, and turnover intentions: A comparison of three country clusters. *Applied Psychology, 61*, 1–29. <http://dx.doi.org/10.1111/j.1464-0597.2011.00453.x>
- *Masuda, A. D., & Sortheix, F. M. (2012). Work-family values, priority goals and life satisfaction: A seven year follow-up of MBA students. *Journal of Happiness Studies, 13*, 1131–1144. <http://dx.doi.org/10.1007/s10902-011-9310-6>
- *Matias, M., & Fontaine, A. M. (2015). Coping with work and family: How do dual-earners interact? *Scandinavian Journal of Psychology, 56*, 212–222. <http://dx.doi.org/10.1111/sjop.12195>
- Matthews, R. A., & Barnes-Farrell, J. L. (2010). Development and initial evaluation of an enhanced measure of boundary flexibility for the work and family domains. *Journal of Occupational Health Psychology, 15*, 330–346. <http://dx.doi.org/10.1037/a0019302>
- *Matthews, R. A., Barnes-Farrell, J. L., & Bulger, C. A. (2010). Advancing measurement of work and family domain boundary characteristics. *Journal of Vocational Behavior, 77*, 447–460. <http://dx.doi.org/10.1016/j.jvb.2010.05.008>
- *Matthews, R. A., Del Priore, R. E., Acitelli, L. K., & Barnes-Farrell, J. L. (2006). Work-to-relationship conflict: Crossover effects in dual-earner couples. *Journal of Occupational Health Psychology, 11*, 228–240. <http://dx.doi.org/10.1037/1076-8998.11.3.228>
- *Matthews, R. A., Kath, L. M., & Barnes-Farrell, J. L. (2010). A short, valid, predictive measure of work-family conflict: Item selection and scale validation. *Journal of Occupational Health Psychology, 15*, 75–90. <http://dx.doi.org/10.1037/a0017443>
- *Matthews, R. A., Swody, C. A., & Barnes-Farrell, J. L. (2012). Work hours and work-family conflict: The double-edged sword of involvement in work and family. *Stress and Health, 28*, 234–247. <http://dx.doi.org/10.1002/smi.1431>
- *Matthews, R. A., Winkel, D. E., & Wayne, J. H. (2014). A longitudinal examination of role overload and work-family conflict: The mediating role of interdomain transitions. *Journal of Organizational Behavior, 35*, 72–91. <http://dx.doi.org/10.1002/job.1855>
- *Mauno, S. (2010). Effects of work-family culture on employee well-being: Exploring moderator effects in a longitudinal sample. *European Journal of Work and Organizational Psychology, 19*, 675–695. <http://dx.doi.org/10.1080/13594320903106588>
- *Mauno, S., & Kinnunen, U. (1999). The effects of job stressors on marital satisfaction in Finnish dual-earner couples. *Journal of Organizational Behavior, 20*, 879–895. [http://dx.doi.org/10.1002/\(SICI\)1099-1379\(199911\)20:6<879::AID-JOB982>3.0.CO;2-2](http://dx.doi.org/10.1002/(SICI)1099-1379(199911)20:6<879::AID-JOB982>3.0.CO;2-2)
- *Mauno, S., Kinnunen, U., & Pyykkö, M. (2005). Does work-family conflict mediate the relationship between work-family culture and self-reported distress? Evidence from five Finnish organizations. *Journal of Occupational and Organizational Psychology, 78*, 509–530. <http://dx.doi.org/10.1348/096317905X37082>
- *Mauno, S., & Rantanen, M. (2013). Contextual and dispositional coping resources as predictors of work-family conflict and enrichment: Which of these resources or their combinations are the most beneficial? *Journal of Family and Economic Issues, 34*, 87–104. <http://dx.doi.org/10.1007/s10834-012-9306-3>

- *Mauno, S., Ruokolainen, M., & Kinnunen, U. (2015). Work-family conflict and enrichment from the perspective of psychosocial resources: Comparing Finnish healthcare workers by working schedules. *Applied Ergonomics*, *48*, 86–94. <http://dx.doi.org/10.1016/j.apergo.2014.11.009>
- *Mazerolle, S. M., Eason, C. M., Pitney, W. A., & Mueller, M. N. (2015). Sex and employment-setting differences in work-family conflict in athletic training. *Journal of Athletic Training*, *50*, 958–963. <http://dx.doi.org/10.4085/1052-6050-50.2.14>
- *McCutcheon, L. E. (1998). Life Role Salience Scales: Additional evidence for construct validation. *Psychological Reports*, *83*, 1307–1314. <http://dx.doi.org/10.2466/pr0.1998.83.3f.1307>
- *McElwain, A. K., Korabik, K., & Rosin, H. M. (2005). An examination of gender differences in work-family conflict. *Canadian Journal of Behavioural Science / Revue canadienne des sciences du comportement*, *37*, 283–298. <http://dx.doi.org/10.1037/h0087263>
- *McNall, L. A., Masuda, A. D., Shanock, L. R., & Nicklin, J. M. (2011). Interaction of core self-evaluations and perceived organizational support on work-to-family enrichment. *The Journal of Psychology: Interdisciplinary and Applied*, *145*, 133–149. <http://dx.doi.org/10.1080/00223980.2010.542506>
- *Mennino, S. F., Rubin, B. A., & Brayfield, A. (2005). Home-to-job and job-to-home spillover: The impact of company policies and workplace culture. *The Sociological Quarterly*, *46*, 107–135. <http://dx.doi.org/10.1111/j.1533-8525.2005.00006.x>
- *Merecz, D., & Andysz, A. (2014). Person-organization fit and organizational identification as predictors of positive and negative work-home interactions. *International Journal of Occupational Medicine and Environmental Health*, *27*, 16–27. <http://dx.doi.org/10.2478/s13382-014-0221-8>
- Methot, J. R., & LePine, J. A. (2016). Too close for comfort? Investigating the nature and functioning of work and non-work boundary segmentation preferences. *Journal of Business and Psychology*, *31*, 103–123. <http://dx.doi.org/10.1007/s10869-015-9402-0>
- Michel, J. S., Kotrba, L. M., Mitchelson, J. K., Clark, M. A., & Baltes, B. B. (2011). Antecedents of work-family conflict: A meta-analytic review. *Journal of Organizational Behavior*, *32*, 689–725. <http://dx.doi.org/10.1002/job.695>
- *Mihelič, K. K. (2014). Commitment to life roles and work-family conflict among managers in a post-socialist country. *The Career Development International*, *19*, 204–221. <http://dx.doi.org/10.1108/CDI-11-2012-0116>
- *Mihelic, K. K. (2014). Work-family interface, job satisfaction and turnover intention: A CEE transition country perspective. *Baltic Journal of Management*, *9*, 446–466. <http://dx.doi.org/10.1108/BJM-09-2013-0141>
- *Miller, T. A. (1999). *Work-life role integration: A construct validation study* (Doctoral dissertation). Retrieved from ProQuest Dissertations and Theses database. (Order No. 9961427)
- *Minnotte, K. L., Minnotte, M. C., Pedersen, D. E., Mannon, S. E., & Kiger, G. (2010). His and her perspectives: Gender ideology, work-to-family conflict, and marital satisfaction. *Sex Roles*, *63*(5–6), 425–438. <http://dx.doi.org/10.1007/s11199-010-9818-y>
- *Misra, J., Lundquist, J. H., & Templer, A. (2012). Gender, care work time, and responsibilities among faculty. *Sociological Forum*, *27*, 300–323. <http://dx.doi.org/10.1111/j.1573-7861.2012.01319.x>
- *Moreno-Jiménez, B., Mayo, M., Sanz-Vergel, A. I., Geurts, S., Rodríguez-Muñoz, A., & Garrosa, E. (2009). Effects of work-family conflict on employees' well-being: The moderating role of recovery strategies. *Journal of Occupational Health Psychology*, *14*, 427–440. <http://dx.doi.org/10.1037/a0016739>
- *Munir, F., Nielsen, K., Garde, A. H., Albertsen, K., & Carneiro, I. G. (2012). Mediating the effects of work-life conflict between transformational leadership and health-care workers' job satisfaction and psychological wellbeing. *Journal of Nursing Management*, *20*, 512–521. <http://dx.doi.org/10.1111/j.1365-2834.2011.01308.x>
- *Murphy, L. A., Hammer, L. B., Wang, M., & Shi, J. (2009, April). Exploring relationships between work-family conflict, psychological detachment, and work engagement. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- *Muse, L. A. (2002). *The implications of work-life benefits for employee work-family conflict and job attitudes and behaviors* (Doctoral dissertation). Retrieved from ProQuest Dissertations and Theses database. (Order No. 3057157)
- Muthén, L. K., & Muthén, B. O. (1998–2010). *Mplus user's guide* (6th ed.). Los Angeles, CA: Author.
- *Nahum-Shani, I., & Bamberger, P. A. (2011). Work hours, retirement, and supportive relations among older adults. *Journal of Organizational Behavior*, *32*, 345–369. <http://dx.doi.org/10.1002/job.662>
- *Naus, F., van Iterson, A., & Roe, R. A. (2007). Value incongruence, job autonomy, and organization-based self-esteem: A self-based perspective on organizational cynicism. *European Journal of Work and Organizational Psychology*, *16*, 195–219. <http://dx.doi.org/10.1080/13594320601143271>
- Neilson, J., & Stanfors, M. (2014). It's about time! Gender, parenthood, and household divisions of labor under different welfare regimes. *Journal of Family Issues*, *35*, 1066–1088. <http://dx.doi.org/10.1177/0192513X14522240>
- Nepomnyaschy, L., & Waldfogel, J. (2007). Paternity leave and fathers' involvement with their young children: Evidence from the American ECLS-B. *Community, Work, & Family*, *10*, 427–453. <http://dx.doi.org/10.1080/13668800701575077>
- Netemeyer, R. G., Boles, J. S., & McMurrian, R. (1996). Development and validation of work-family conflict and family-work conflict scales. *Journal of Applied Psychology*, *81*, 400–410. <http://dx.doi.org/10.1037/0021-9010.81.4.400>
- *Ng, T. W. H., & Feldman, D. C. (2014). Embeddedness and well-being in the United States and Singapore: The mediating effects of work-to-family and family-to-work conflict. *Journal of Occupational Health Psychology*, *19*, 360–375. <http://dx.doi.org/10.1037/a0036922>
- *Nicklin, J. M., & McNall, L. A. (2013). Work-family enrichment, support, and satisfaction: A test of mediation. *European Journal of Work and Organizational Psychology*, *22*, 67–77. <http://dx.doi.org/10.1080/1359432X.2011.616652>
- *Nielsen, T. R., Carlson, D. S., & Lankau, M. J. (2001). The supportive mentor as a means of reducing work-family conflict. *Journal of Vocational Behavior*, *59*, 364–381. <http://dx.doi.org/10.1006/jvbe.2001.1806>
- Nippert-Eng, C. (1996). Calendars and keys: The classification of 'home' and 'work'. *Sociological Forum*, *11*, 563–582. <http://dx.doi.org/10.1007/BF02408393>
- *Nohe, C., Michel, A., & Sonntag, K. (2014). Family-work conflict and job performance: A diary study of boundary conditions and mechanisms. *Journal of Organizational Behavior*, *35*, 339–357. <http://dx.doi.org/10.1002/job.1878>
- *Nohe, C., & Sonntag, K. (2014). Work-family conflict, social support, and turnover intentions: A longitudinal study. *Journal of Vocational Behavior*, *85*, 1–12. <http://dx.doi.org/10.1016/j.jvb.2014.03.007>
- *Nomaguchi, K. M. (2009). Change in work-family conflict among employed parents between 1977 and 1997. *Journal of Marriage and Family*, *71*, 15–32. <http://dx.doi.org/10.1111/j.1741-3737.2008.00577.x>
- *Noor, N. M. (2003). Work- and family-related variables, work-family conflict and women's well-being: Some observations. *Community, Work, & Family*, *6*, 297–319. <http://dx.doi.org/10.1080/136688003200143474>
- *Noor, N. M. (2004). Work-family conflict, work- and family-role salience, and women's well-being. *The Journal of Social Psychology*, *144*, 389–406. <http://dx.doi.org/10.3200/SOCP.144.4.389-406>

- *Noor, N. M. (2006). Locus of control, supportive workplace policies and work-family conflict. *Psychologia*, *49*, 48–60. <http://dx.doi.org/10.2117/psysoc.2006.48>
- *O'Driscoll, M. P., Ilgen, D. R., & Hildreth, K. (1992). Time devoted to job and off-job activities, interrole conflict, and affective experiences. *Journal of Applied Psychology*, *77*, 272–279. <http://dx.doi.org/10.1037/0021-9010.77.3.272>
- *Offer, S., & Schneider, B. (2011). Revisiting the gender gap in time-use patterns: Multitasking and well-being among mothers and fathers in dual-earner families. *American Sociological Review*, *76*, 809–833. <http://dx.doi.org/10.1177/0003122411425170>
- *Oishi, A. S., Chan, R. K. H., Wang, L. L. R., & Kim, J. H. (2015). Do part-time jobs mitigate workers' work-family conflict and enhance wellbeing? New evidence from four East-Asian societies. *Social Indicators Research*, *121*, 5–25. <http://dx.doi.org/10.1007/s11205-014-0624-8>
- *Okurame, D. E. (2012). Linking work-family conflict to career commitment: The moderating effects of gender and mentoring among Nigerian civil servants. *Journal of Career Development*, *39*, 423–442. <http://dx.doi.org/10.1177/0894845310391903>
- Ollier-Malaterre, A., & Foucreault, A. (2017). Cross-national work-life research: Cultural and structural impacts for individuals and organizations. *Journal of Management*, *43*, 111–136. <http://dx.doi.org/10.1177/0149206316655873>
- *Olson, K. J., Huffman, A. H., Leiva, P. I., & Culbertson, S. S. (2013). Acculturation and individualism as predictors of work-family conflict in a diverse workforce. *Human Resource Management*, *52*, 741–769. <http://dx.doi.org/10.1002/hrm.21559>
- *Olson-Buchanan, J. B., & Boswell, W. R. (2006). Blurring boundaries: Correlates of integration and segmentation between work and nonwork. *Journal of Vocational Behavior*, *68*, 432–445. <http://dx.doi.org/10.1016/j.jvb.2005.10.006>
- *O'Neill, O. A., & Rothbard, N. P. (2014, August). *Love is all you need: Debunking assumptions about masculinity and work-family conflict through a multi-method study of emotional culture*. Presented at the Academy of Management annual meeting.
- *Onyishi, E. I., Ugwu, N. F. O., & Amazue, L. O. (2012, April). Contributions of work engagement and psychological detachment to work-family conflict. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology. San Diego, CA.
- *Pal, S., & Saksvik, P. Ø. (2006). A comparative study of work and family conflict in Norwegian and Indian hospitals. *Nordic Psychology*, *58*, 298–314. <http://dx.doi.org/10.1027/1901-2276.58.4.298>
- *Parasuraman, S., Greenhaus, J. H., & Granrose, C. S. (1992). Role stressors, social support, and well-being among two-career couples. *Journal of Organizational Behavior*, *13*, 339–356. <http://dx.doi.org/10.1002/job.4030130403>
- *Parasuraman, S., Purohit, Y. S., Godshalk, V. M., & Beutell, N. J. (1996). Work and family variables, entrepreneurial career success, and psychological well-being. *Journal of Vocational Behavior*, *48*, 275–300. <http://dx.doi.org/10.1006/jvbe.1996.0025>
- *Parasuraman, S., & Simmers, C. A. (2001). Type of employment, work-family conflict and well-being: A comparative study. *Journal of Organizational Behavior*, *22*, 551–568. <http://dx.doi.org/10.1002/job.102>
- *Park, R., & Searcy, D. (2012). Job autonomy as a predictor of mental well-being: The moderating role of quality-competitive environment. *Journal of Business and Psychology*, *27*, 305–316. <http://dx.doi.org/10.1007/s10869-011-9244-3>
- *Park, Y., & Jex, S. M. (2011). Work-home boundary management using communication and information technology. *International Journal of Stress Management*, *18*, 133–152. <http://dx.doi.org/10.1037/a0022759>
- *Parker, S. K., & Axtell, C. M. (2001). Seeing another viewpoint: Antecedents and outcomes of employee perspective taking. *Academy of Management Journal*, *44*, 1085–1100. <http://dx.doi.org/10.2307/3069390>
- *Parker, S. K., & Griffin, M. A. (2002). What is so bad about a little name-calling? Negative consequences of gender harassment for over-performance demands and distress. *Journal of Occupational Health Psychology*, *7*, 195–210. <http://dx.doi.org/10.1037/1076-8998.7.3.195>
- *Pasupuleti, S., Allen, R. I., Lambert, E. G., & Cluse-Tolar, T. (2009). The impact of work stressors on the life satisfaction of social service workers: A preliminary study. *Administration in Social Work*, *33*, 319–339. <http://dx.doi.org/10.1080/03643100902988141>
- *Paustian-Underdahl, S. C., Halbesleben, J. R. B., Carlson, D. S., & Kacmar, K. M. (2016). The work-family interface and promotability: Boundary integration as a double-edged sword. *Journal of Management*, *42*, 960–981. <http://dx.doi.org/10.1177/0149206313506464>
- *Payne, S. C., Cook, A. L., & Diaz, I. (2012). Understanding childcare satisfaction and its effect on workplace outcomes: The convenience factor and the mediating role of work-family conflict. *Journal of Occupational and Organizational Psychology*, *85*, 225–244. <http://dx.doi.org/10.1111/j.2044-8325.2011.02026.x>
- *Perrewé, P. L., Hochwarter, W. A., & Kiewitz, C. (1999). Value attainment: An explanation for the negative effects of work-family conflict on job and life satisfaction. *Journal of Occupational Health Psychology*, *4*, 318–326. <http://dx.doi.org/10.1037/1076-8998.4.4.318>
- *Perry-Jenkins, M., Smith, J. Z., Goldberg, A. E., & Logan, J. (2011). Working-class jobs and new parents' mental health. *Journal of Marriage and Family*, *73*, 1117–1132. <http://dx.doi.org/10.1111/j.1741-3737.2011.00871.x>
- *Peters, P., den Dulk, L., & van der Lippe, T. (2009). The effects of time-spatial flexibility and new working conditions on employees' work-life balance: The Dutch case. *Community, Work, & Family*, *12*, 279–297. <http://dx.doi.org/10.1080/13668800902968907>
- *Phares, V., Fields, S., & Kamboukos, D. (2009). Fathers' and mothers' involvement with their adolescents. *Journal of Child and Family Studies*, *18*, 1–9. <http://dx.doi.org/10.1007/s10826-008-9200-7>
- *Pitney, W. A., Mazerolle, S. M., & Pagnotta, K. D. (2011). Work-family conflict among athletic trainers in the secondary school setting. *Journal of Athletic Training*, *46*, 185–193. <http://dx.doi.org/10.4085/1062-6050-46.2.185>
- Pleck, J. H. (1977). The work-family role system. *Social Problems*, *24*, 417–427. <http://dx.doi.org/10.2307/800135>
- *Polk, D. M. (2008). Intersecting work and family: The influence of relational beliefs and behaviors on work-family integration. *Journal of Management & Organization*, *14*, 345–366. <http://dx.doi.org/10.1017/S1833367200003138>
- *Poposki, E. M. (2011). The blame game: Exploring the nature and correlates of attributions following work-family conflict. *Group & Organization Management*, *36*, 499–525. <http://dx.doi.org/10.1177/1059601111408898>
- *Post, C., DiTomaso, N., Farris, G. F., & Cordero, R. (2009). Work-family conflict and turnover intentions among scientists and engineers working in R&D. *Journal of Business and Psychology*, *24*, 19–32. <http://dx.doi.org/10.1007/s10869-009-9089-1>
- Powell, G. N., Francesco, A. M., & Ling, Y. (2009). Toward culture-sensitive theories of the work-family interface. *Journal of Organizational Behavior*, *30*, 597–616. <http://dx.doi.org/10.1002/job.568>
- *Powell, G. N., & Greenhaus, J. H. (2010). Sex, gender, and the work-to-family interface: Exploring negative and positive interdependencies. *Academy of Management Journal*, *53*, 513–534. <http://dx.doi.org/10.5465/AMJ.2010.51468647>
- *Premeaux, S. F., Adkins, C. L., & Mossholder, K. W. (2007). Balancing work and family: A field study of multi-dimensional, multi-role work-family conflict. *Journal of Organizational Behavior*, *28*, 705–727. <http://dx.doi.org/10.1002/job.439>

- *Promislo, M. D., Deckop, J. R., Giacalone, R. A., & Jurkiewicz, C. L. (2010). Valuing money more than people: The effects of materialism on work–family conflict. *Journal of Occupational and Organizational Psychology, 83*, 935–953. <http://dx.doi.org/10.1348/096317909X480167>
- *Proost, K., Witte, H. D., Witte, K. D., & Schreurs, B. (2010). Work–family conflict and facilitation: The combined influence of the job demand–control model and achievement striving. *European Journal of Work and Organizational Psychology, 19*, 615–628. <http://dx.doi.org/10.1080/13594320903027826>
- *Qiu, L., & Fan, J. (2015). Family boundary characteristics, work–family conflict and life satisfaction: A moderated mediation model. *International Journal of Psychology, 50*, 336–344. <http://dx.doi.org/10.1002/ijop.12107>
- *Queiros, C., Carlotto, M. S., Kaiseler, M., Dias, S., & Pereira, A. M. (2013). Predictors of Burnout among nurses: An interactionist approach. *Psicothema, 25*, 330–335.
- *Raghuram, S., & Wiesenfeld, B. (2004). Work–nonwork conflict and job stress among virtual workers. *Human Resource Management, 43*(2–3), 259–277. <http://dx.doi.org/10.1002/hrm.20019>
- *Ragins, B. R., Lyness, K. S., Williams, L. J., & Winkel, D. (2014). Life spillovers: The spillover of fear of home foreclosure to the workplace. *Personnel Psychology, 67*, 763–800. <http://dx.doi.org/10.1111/peps.12065>
- *Rankin, B. W. (2004). *Work, family, and role strain experienced by women of different social classes* (Doctoral dissertation). George Mason University, Fairfax, VA. Retrieved from <http://search.proquest.com.ezproxy.gc.cuny.edu/pqdtglobal/docview/305049633/abstract/ECB467DB02824544PQ/1>
- *Rantanen, J., Kinnunen, U., Feldt, T., & Pulkkinen, L. (2008). Work–family conflict and psychological well-being: Stability and cross-lagged relations within one- and six-year follow-ups. *Journal of Vocational Behavior, 73*, 37–51. <http://dx.doi.org/10.1016/j.jvb.2008.01.001>
- *Rantanen, M., Mauno, S., Kinnunen, U., & Rantanen, J. (2011). Do individual coping strategies help or harm in the work–family conflict situation? Examining coping as a moderator between work–family conflict and well-being. *International Journal of Stress Management, 18*, 24–48. <http://dx.doi.org/10.1037/a0022007>
- Rau, B. L., & Hyland, M. M. (2002). Role conflict and flexible work arrangements: The effects on applicant attraction. *Personnel Psychology, 55*, 111–136. <http://dx.doi.org/10.1111/j.1744-6570.2002.tb00105.x>
- *Ravangard, R., Yasami, S., Shokrpour, N., Sajjadnia, Z., & Farhadi, P. (2015). The effects of supervisors' support and mediating factors on the nurses' job performance using structural equation modeling: A case study. *The Health Care Manager, 34*, 265–276. <http://dx.doi.org/10.1097/HCM.0000000000000068>
- *Raver, J. (2004). *Behavioral outcomes of interpersonal aggression at work: A mediated and moderated model*. Retrieved from <http://drum.lib.umd.edu/handle/1903/1813>
- Redshaw, M., & Henderson, J. (2013). Fathers' engagement in pregnancy and childbirth: Evidence from a national survey. *BMC Pregnancy and Childbirth, 13*, 70–85. <http://dx.doi.org/10.1186/1471-2393-13-70>
- *Reeve, C. L., Rogelberg, S. G., Spitzmüller, C., & Digiacoio, N. (2005). The caring-killing paradox: Euthanasia-related strain among animal-shelter workers. *Journal of Applied Social Psychology, 35*, 119–143. <http://dx.doi.org/10.1111/j.1559-1816.2005.tb02096.x>
- *Reiber, J. U. (1998). *Personality and coping as predictors of job outcomes in the work environment* (Doctoral dissertation). Wayne State University, Detroit, MI.
- *Reina, C. S., Peterson, S. J., & Zhang, Z. (2013, August). CEO family-work conflict, decision making comprehensiveness, and firm performance. Poster presentation at the annual conference of the Academy of Management, Orlando, FL.
- Reskin, B. F., & Bielby, D. D. (2005). A sociological perspective on gender and career outcomes. *The Journal of Economic Perspectives, 19*, 71–86. <http://dx.doi.org/10.1257/0895330053148010>
- *Reyt, J. N., & Wiesenfeld, B. M. (2015). Seeing the forest for the trees: Exploratory learning, mobile technology, and knowledge workers' role integration behaviors. *Academy of Management Journal, 58*, 739–762. <http://dx.doi.org/10.5465/amj.2013.0991>
- *Richey-Strickland, C. (2006). *The relationship between work role centrality, social support systems, work–family dynamics, and job satisfaction in women* (Doctoral dissertation). Touro University International, Cypress, CA. Retrieved from <http://search.proquest.com.ezproxy.gc.cuny.edu/pqdtglobal/docview/304911444/abstract/FDCB3F525E0046DCPQ/1>
- *Richter, A., Näswall, K., Lindfors, P., & Sverke, M. (2015). Job insecurity and work–family conflict in teachers in Sweden: Examining their relations with longitudinal cross-lagged modeling. *PsyCh Journal, 4*, 98–111. <http://dx.doi.org/10.1002/pchj.88>
- *Robson, K., & Wallace, J. E. (2001). Gendered inequalities in earnings: A study of Canadian lawyers. *Canadian Review of Sociology/Revue Canadienne de Sociologie, 38*, 75–95. <http://dx.doi.org/10.1111/j.1755-618X.2001.tb00604.x>
- *Roehling, P. V., Jarvis, L. H., & Swope, H. E. (2005). Variations in negative work–family spillover among white, black, and Hispanic American men and women: Does ethnicity matter? *Journal of Family Issues, 26*, 840–865. <http://dx.doi.org/10.1177/0192513X05277552>
- *Rogers, N. E. (1998). *The role of marital status, family composition, role commitment, family support of career, and role conflict in women business owners' success* (Doctoral dissertation). University of Cincinnati, Cincinnati, OH. Retrieved from <http://search.proquest.com.ezproxy.gc.cuny.edu/docview/304420844/abstract/3C3D1C225E634F6CPQ/1>
- Rothbard, N. P. (2001). Enriching or depleting? The dynamics of engagement in work and family roles. *Administrative Science Quarterly, 46*, 655–684. <http://dx.doi.org/10.2307/3094827>
- *Rothbard, N. P., Phillips, K. W., & Dumas, T. L. (2005). Managing multiple roles: Work–family policies and individuals' desires for segmentation. *Organization Science, 16*, 243–258. <http://dx.doi.org/10.1287/orsc.1050.0124>
- *Rotondo, D. M., Carlson, D. S., & Kincaid, J. F. (2003). Coping with multiple dimensions of work–family conflict. *Personnel Review, 32*, 275–296. <http://dx.doi.org/10.1108/00483480310467606>
- *Rupert, P. A., Stevanovic, P., & Hunley, H. A. (2009). Work–family conflict and burnout among practicing psychologists. *Professional Psychology: Research and Practice, 40*, 54–61. <http://dx.doi.org/10.1037/a0012538>
- *Rupert, P. A., Stevanovic, P., Tuminello, R., Bryant, F. B., & Miller, A. (2012). Predicting work–family conflict and life satisfaction among professional psychologists. *Professional Psychology: Research and Practice, 43*, 341–348. <http://dx.doi.org/10.1037/a0026675>
- *Rupert, P. A., Tuminello, R., Hartman, E., & Oscharoff Miller, A. (2013). Work demands and resources, work–family conflict, and family functioning among practicing psychologists. *Professional Psychology: Research and Practice, 44*, 283–289. <http://dx.doi.org/10.1037/a0034494>
- *Russo, J. A., & Waters, L. E. (2006). Workaholic worker type differences in work–family conflict: The moderating role of supervisor support and flexible work scheduling. *The Career Development International, 11*, 418–439. <http://dx.doi.org/10.1108/13620430610683052>
- Ryan, B. (2015). Worldwide, gender divide remains in full-time employment. *Gallup*. Retrieved from <http://www.gallup.com/poll/183566/worldwide-gender-divide-remains-full-time-employment.aspx>
- *Sallinen, M., Rönkä, A., Kinnunen, U., & Kokko, K. (2007). Trajectories of depressive mood in adolescents: Does parental work or parent-adolescent relationship matter? A follow-up study through junior high school in Finland. *International Journal of Behavioral Development, 31*, 181–190. <http://dx.doi.org/10.1177/0165025407074631>

- *Sánchez-Cabezudo, S., & López Peláez, A. (2014). Social work with middle-class Spanish families: The challenge of the work-family conflict. *International Journal of Social Welfare*, 23, 100–111. <http://dx.doi.org/10.1111/ijsw.12012>
- Sandberg, S. (2013). *Lean in: Women, work, and the will to lead*. New York, NY: Knopf.
- Sanders, M., Zeng, J., Hillcar, M., & Fagg, K. (2015). *The power of flexibility: A key enabler to boost gender parity and employee engagement*. Bain & Company, Inc. Retrieved from <http://www.bain.com/publications/articles/the-power-of-flexibility.aspx>
- *Sanz-Vergel, A. I., Demerouti, E., Moreno-Jiménez, B., & Mayo, M. (2010). Work-family balance and energy: A day-level study on recovery conditions. *Journal of Vocational Behavior*, 76, 118–130. <http://dx.doi.org/10.1016/j.jvb.2009.07.001>
- *Sarkar, S., & Huang, K. L. (2012). Do cultural groups differ in their attitudes towards unions? Evidence from Indian and Taiwanese samples. *Asian Business & Management*, 11, 395–423. <http://dx.doi.org/10.1057/abm.2012.5>
- *Sawyer, K. B. (2012). *Heterosexual bias in the measurement of work-family conflict for same-sex couples* (Doctoral dissertation). The Pennsylvania State University, State College, PA. Retrieved from <http://search.proquest.com.ezproxy.gc.cuny.edu/pqdtglobal/docview/1348165656/abstract/45398236AC794E96PQ/1>
- *Schieman, S., McBrier, D. B., & Gundy, K. V. (2003). Home-to-work conflict, work qualities, and emotional distress. *Sociological Forum*, 18, 137–164. <http://dx.doi.org/10.1023/A:1022658929709>
- *Schieman, S., & Young, M. C. (2013). Are communications about work outside regular working hours associated with work-to-family conflict, psychological distress and sleep problems? *Work & Stress*, 27, 244–261. <http://dx.doi.org/10.1080/02678373.2013.817090>
- Schmidt, F. L., & Hunter, J. E. (2014). *Methods of meta-analysis: Correcting error and bias in research findings* (3rd ed.). Thousand Oaks, CA: Sage.
- Schmidt, F. L., Oh, I. S., & Hayes, T. L. (2009). Fixed- versus random-effects models in meta-analysis: Model properties and an empirical comparison of differences in results. *British Journal of Mathematical and Statistical Psychology*, 62, 97–128. <http://dx.doi.org/10.1348/000711007X255327>
- *Schuller, K., Roesler, U., & Rau, R. (2014). Self-reported job characteristics and negative spillover from work to private life as mediators between expert-rated job characteristics and vital exhaustion. *European Journal of Work and Organizational Psychology*, 23, 177–189. <http://dx.doi.org/10.1080/1359432X.2012.727555>
- *Scott, K. L., Ingram, A., Zagenczyk, T. J., & Shoss, M. K. (2015). Work-family conflict and social undermining behaviour: An examination of PO fit and gender differences. *Journal of Occupational and Organizational Psychology*, 88, 203–218. <http://dx.doi.org/10.1111/joop.12091>
- *Sekaran, U. (1982). An investigation of the career salience of men and women in dual-career families. *Journal of Vocational Behavior*, 20, 111–119. [http://dx.doi.org/10.1016/0001-8791\(82\)90067-7](http://dx.doi.org/10.1016/0001-8791(82)90067-7)
- *Selvarajan, T. T., Cloninger, P. A., & Singh, B. (2013). Social support and work-family conflict: A test of an indirect effects model. *Journal of Vocational Behavior*, 83, 486–499. <http://dx.doi.org/10.1016/j.jvb.2013.07.004>
- *Shaffer, M. A., Francesco, A. M., Joplin, J. R. W., & Lau, T. (2001, August). The nature and process of work-family conflict: A cross cultural investigation of employees in China, Hong Kong, Mexico, Singapore, and the United States. Paper presented at the 61st Annual Meeting of the Academy of Management, Washington, DC.
- *Shafiro, M. (2004). *The effects of allocentrism, idiocentrism, social support, and Big Five personality dimensions on work-family conflict* (Doctoral dissertation). Portland State University, Portland, Oregon. Retrieved from <http://search.proquest.com.ezproxy.gc.cuny.edu/pqdtglobal/docview/305147776/abstract/5C839616645048E7PQ/1>
- *Shannon, H. S., Woodward, C. A., Cunningham, C. E., McIntosh, J., Lendrum, B., Brown, J., & Rosenbloom, D. (2001). Changes in general health and musculoskeletal outcomes in the workforce of a hospital undergoing rapid change: A longitudinal study. *Journal of Occupational Health Psychology*, 6, 3–14. <http://dx.doi.org/10.1037/1076-8998.6.1.3>
- *Shimada, K., Shimazu, A., Bakker, A. B., Demerouti, E., & Kawakami, N. (2010). Work-family spillover among Japanese dual-earner couples: A large community-based study. *Journal of Occupational Health*, 52, 335–343. <http://dx.doi.org/10.1539/joh.L9130>
- *Shimazu, A., Bakker, A. B., & Demerouti, E. (2009). How job demands affect an intimate partner: A test of the spillover-crossover model in Japan. *Journal of Occupational Health*, 51, 239–248. <http://dx.doi.org/10.1539/joh.L8160>
- *Shin, Y., & Kim, M. J. (2015). Antecedents and mediating mechanisms of proactive behavior: Application of the theory of planned behavior. *Asia Pacific Journal of Management*, 32, 289–310. <http://dx.doi.org/10.1007/s10490-014-9393-9>
- *Shockley, K. M., & Allen, T. D. (2010). Investigating the missing link in flexible work arrangement utilization: An individual difference perspective. *Journal of Vocational Behavior*, 76, 131–142. <http://dx.doi.org/10.1016/j.jvb.2009.07.002>
- Shockley, K. M., & Allen, T. D. (2013). Episodic work-family conflict, cardiovascular indicators, and social support: An experience sampling approach. *Journal of Occupational Health Psychology*, 18, 262–275. <http://dx.doi.org/10.1037/a0033137>
- *Shockley, K. M., & Allen, T. D. (2015). Deciding between work and family: An episodic approach. *Personnel Psychology*, 68, 283–318. <http://dx.doi.org/10.1111/peps.12077>
- Simon, R. W. (1995). Gender, multiple roles, role meaning, and mental health. *Journal of Health and Social Behavior*, 36, 182–194. <http://dx.doi.org/10.2307/2137224>
- *Siu, O., Lu, J., Brough, P., Lu, C., Bakker, A. B., Kalliath, T., . . . Shi, K. (2010). Role resources and work-family enrichment: The role of work engagement. *Journal of Vocational Behavior*, 77, 470–480. <http://dx.doi.org/10.1016/j.jvb.2010.06.007>
- Slaughter, A. M. (2012). Why women still can't have it all. *Atlantic*, 310, 84–102.
- *Small, S. A., & Riley, D. (1990). Toward a multidimensional assessment of work spillover into family life. *Journal of Marriage and the Family*, 52, 51–61. <http://dx.doi.org/10.2307/352837>
- *Somech, A., & Drach-Zahavy, A. (2007). Strategies for coping with work-family conflict: The distinctive relationships of gender role ideology. *Journal of Occupational Health Psychology*, 12, 1–19. <http://dx.doi.org/10.1037/1076-8998.12.1.1>
- *Somech, A., & Drach-Zahavy, A. (2012). Coping with work-family conflict: The reciprocal and additive contributions of personal coping and organizational family-friendly support. *Work & Stress*, 26, 68–90. <http://dx.doi.org/10.1080/02678373.2012.660361>
- *Sonntag, S., & Bayer, U. V. (2005). Switching off mentally: Predictors and consequences of psychological detachment from work during off-job time. *Journal of Occupational Health Psychology*, 10, 393–414. <http://dx.doi.org/10.1037/1076-8998.10.4.393>
- *Spector, P. E., Allen, T. D., Poelmans, S. Y., Lapierre, L. M., Cooper, C. L., Michael, O., . . . Widerszal-Bazyl, M. (2007). Cross-national differences in relationships of work demands, job satisfaction, and turnover intentions with work-family conflict. *Personnel Psychology*, 60, 805–835. <http://dx.doi.org/10.1111/j.1744-6570.2007.00092.x>
- *Steinmetz, H., Frese, M., & Schmidt, P. (2008). A longitudinal panel study on antecedents and outcomes of work-home interference. *Journal of Vocational Behavior*, 73, 231–241. <http://dx.doi.org/10.1016/j.jvb.2008.05.002>

- *Stepanski, K. M. (2003). *Work-family conflict theories: Integration and model development* (Doctoral dissertation). ProQuest Information & Learning, US.
- *Stephens, M. A. P., Franks, M. M., & Atienza, A. A. (1997). Where two roles intersect: Spillover between parent care and employment. *Psychology and Aging, 12*, 30–37. <http://dx.doi.org/10.1037/0882-7974.12.1.30>
- *Stets, J. E. (1995). Job autonomy and control over one's spouse: A compensatory process. *Journal of Health and Social Behavior, 36*, 244–258. <http://dx.doi.org/10.2307/2137341>
- *Stevens, D. P., Minnotte, K. L., Mannon, S. E., & Kiger, G. (2007). Examining the “neglected side of the work–family interface”: Antecedents of positive and negative family-to-work spillover. *Journal of Family Issues, 28*, 242–262. <http://dx.doi.org/10.1177/0192513X06294548>
- *Stewart, C. L. (1990). *Job stress, burnout and work–family conflict* (Doctoral dissertation). University of California, Oakland, CA. Retrieved from <http://search.proquest.com.ezproxy.gc.cuny.edu/pqdtglobal/docview/303824309/abstract/1202C1FF9DE646CCPQ/1>
- *Stoeva, A. Z., Chiu, R. K., & Greenhaus, J. H. (2002). Negative affectivity, role stress, and work–family conflict. *Journal of Vocational Behavior, 60*, 1–16. <http://dx.doi.org/10.1006/jvbe.2001.1812>
- *Streich, M., Casper, W. J., & Nicole Salvaggio, A. (2008). Examining couple agreement about work–family conflict. *Journal of Managerial Psychology, 23*, 252–272. <http://dx.doi.org/10.1108/02683940810861374>
- Stryker, S. (1968). Identity salience and role performance: The relevance of symbolic interaction theory for family research. *Journal of Marriage and the Family, 30*, 558–564. <http://dx.doi.org/10.2307/349494>
- *Swanson, V., & Power, K. G. (1999). Stress, satisfaction and role conflict in dual-doctor partnerships. *Community, Work, & Family, 2*, 67–88. <http://dx.doi.org/10.1080/13668809908414250>
- *Symoens, S., & Bracke, P. (2015). Work–family conflict and mental health in newlywed and recently cohabiting couples: A couple perspective. *Health Sociology Review, 24*, 48–63. <http://dx.doi.org/10.1080/14461242.2015.1007156>
- *Tai, W. T., & Liu, S. C. (2007). An investigation of the influences of job autonomy and neuroticism on job stressor-strain relations. *Social Behavior and Personality, 35*, 1007–1020. <http://dx.doi.org/10.2224/sbp.2007.35.8.1007>
- Taras, V., Steel, P., & Kirkman, B. L. (2012). Improving national cultural indices using a longitudinal meta-analysis of Hofstede's dimensions. *Journal of World Business, 47*, 329–341. <http://dx.doi.org/10.1016/j.jwb.2011.05.001>
- *Tatman, A. W., Hovestadt, A. J., Yelsma, P., Fenell, D. L., & Canfield, B. S. (2006). Work and family conflict: An often overlooked issue in couple and family therapy. *Contemporary Family Therapy, 28*, 39–51. <http://dx.doi.org/10.1007/s10591-006-9693-4>
- *Tay, C., & Quazi, H. (2010). Supervisor support and interactions with work–family programs on work and family outcomes. *창조와 혁신, 3*, 119–147.
- *Taylor, B. L. (2007). *The relationship between work–family conflict/facilitation and perception of psychological contract fairness among Hispanic business professionals* (Doctoral dissertation). Touro University International, Cypress, CA. Retrieved from <http://search.proquest.com.ezproxy.gc.cuny.edu/pqdtglobal/docview/304702404/abstract/5223BC0834124EC7PQ/1>
- *Tement, S., & Korunka, C. (2013). Does trait affectivity predict work-to-family conflict and enrichment beyond job characteristics? *The Journal of Psychology: Interdisciplinary and Applied, 147*, 197–216. <http://dx.doi.org/10.1080/00223980.2012.683053>
- *Tement, S., & Korunka, C. (2015). The moderating impact of types of caregiving on job demands, resources, and their relation to work-to-family conflict and enrichment. *Journal of Family Issues, 36*, 31–55. <http://dx.doi.org/10.1177/0192513X13483971>
- *ten Brummelhuis, L. L., & Bakker, A. B. (2012). Staying engaged during the week: The effect of off-job activities on next day work engagement. *Journal of Occupational Health Psychology, 17*, 445–455. <http://dx.doi.org/10.1037/a0029213>
- *ten Brummelhuis, L. L., van der Lippe, T., Kluwer, E. S., & Flap, H. (2008). Positive and negative effects of family involvement on work-related burnout. *Journal of Vocational Behavior, 73*, 387–396. <http://dx.doi.org/10.1016/j.jvb.2008.07.006>
- *Teng, W. (1999). *Assessing the work–family interface: An empirical test of a new measure of work–family fit* (Doctoral dissertation). Auburn University, Auburn, AL. Retrieved from <http://search.proquest.com.ezproxy.gc.cuny.edu/pqdtglobal/docview/304494726/abstract/122D68CD77764F17PQ/1>
- The World Bank. (2016). *Labor force, female (% of total labor force)*. <http://data.worldbank.org/indicator/SL.TLF.TOTL.FE.ZS>
- *Thompson, B. M., Brough, P. A., & Schmidt, H. (2006). Supervisor and subordinate work–family values: Does similarity make a difference? *International Journal of Stress Management, 13*, 45–63. <http://dx.doi.org/10.1037/1072-5245.13.1.45>
- *Thompson, B. M., & Cavallaro, L. (2007). Gender, work-based support and family outcomes. *Stress and Health, 23*, 73–85. <http://dx.doi.org/10.1002/smi.1122>
- *Thompson, C. A., Beauvais, L. L., & Lyness, K. S. (1999). When work–family benefits are not enough: The influence of work–family culture on benefit utilization, organizational attachment, and work–family conflict. *Journal of Vocational Behavior, 54*, 392–415. <http://dx.doi.org/10.1006/jvbe.1998.1681>
- *Thompson, C. A., & Blau, G. (1993). Moving beyond traditional predictors of job involvement: Exploring the impact of work–family conflict and overload. *Journal of Social Behavior & Personality, 8*, 635–646.
- *Thompson, C. A., Jahn, E. W., Kopelman, R. E., & Prottas, D. J. (2004). Perceived organizational family support: A longitudinal and multilevel analysis. *Journal of Managerial Issues, 16*, 545–565.
- *Thompson, C. A., & Prottas, D. J. (2006). Relationships among organizational family support, job autonomy, perceived control, and employee well-being. *Journal of Occupational Health Psychology, 11*, 100–118. <http://dx.doi.org/10.1037/1076-8998.10.4.100>
- Tichenor, V. (2005). Maintaining men's dominance: Negotiating identity and power when she earns more. *Sex Roles, 53*(3–4), 191–205. <http://dx.doi.org/10.1007/s11199-005-5678-2>
- *Torka, N., Geurts, P., Sanders, K., & van Riemsdijk, M. (2010). Antecedents of perceived intra- and extra-organisational alternatives: The case of low-educated supermarket employees in Central European transition countries. *Personnel Review, 39*, 269–286. <http://dx.doi.org/10.1108/00483481011030494>
- *Treadway, D. C., Duke, A. B., Perrewé, P. L., Breland, J. W., & Goodman, J. M. (2011). Time may change me: The impact of future time perspective on the relationship between work–family demands and employee commitment. *Journal of Applied Social Psychology, 41*, 1659–1679. <http://dx.doi.org/10.1111/j.1559-1816.2011.00777.x>
- *Troup, C., & Rose, J. (2012). Working from home: Do formal or informal telework arrangements provide better work–family outcomes? *Community, Work, & Family, 15*, 471–486. <http://dx.doi.org/10.1080/13668803.2012.724220>
- *Tsai, H. Y. (2008). *Work–family conflict, positive spillover, and emotions among Asian American working mothers* (Doctoral dissertation). University of Michigan, Ann Arbor, MI. Retrieved from <http://search.proquest.com.ezproxy.gc.cuny.edu/pqdtglobal/docview/304575204/abstract/B89CF0D6C0BB4814PQ/1>
- *Tummers, L., & Bronkhorst, B. (2014). The impact of leader-member exchange (LMX) on work–family interference and work–family facilitation. *Personnel Review, 43*, 573–591. <http://dx.doi.org/10.1108/PR-05-2013-0080>

- *Turner, N., Hershcovis, M. S., Reich, T. C., & Totterdell, P. (2014). Work-family interference, psychological distress, and workplace injuries. *Journal of Occupational and Organizational Psychology, 87*, 715–732. <http://dx.doi.org/10.1111/joop.12071>
- United Nations Development Program. (2012). *Human development report*. New York, NY: Oxford University Press.
- U.S. Bureau of Labor Statistics. (2014a). *Table A-7: Time spent in primary activities by married mothers and fathers with own household children under 18 by employment status of self and spouse and age of youngest child, average for the combined years 2007–11* [American Time Use Survey]. Retrieved from http://www.bls.gov/tus/tables/a7_0711.htm
- U.S. Bureau of Labor Statistics. (2014b). *American Time Use Survey- 2013 Results*. Retrieved from <http://www.bls.gov/news.release/pdf/atus.pdf>
- U.S. Bureau of Labor Statistics. (2015). *Time spent working by full- and part-time status, gender, and location in 2014*. Retrieved from <http://www.bls.gov/opub/ted/2015/time-spent-working-by-full-and-part-time-status-gender-and-location-in-2014.htm>
- *Väänänen, A., Kevin, M. V., Ala-Mursula, L., Pentti, J., Kivimäki, M., & Vahtera, J. (2005). The double burden of and negative spillover between paid and domestic work: Associations with health among men and women. *Women & Health, 40*, 1–18. http://dx.doi.org/10.1300/J013v40n03_01
- *Väänänen, A., Toppinen-Tanner, S., Kalimo, R., Mutanen, P., Vahtera, J., & Peiró, J. M. (2003). Job characteristics, physical and psychological symptoms, and social support as antecedents of sickness absence among men and women in the private industrial sector. *Social Science & Medicine, 57*, 807–824. [http://dx.doi.org/10.1016/S0277-9536\(02\)00450-1](http://dx.doi.org/10.1016/S0277-9536(02)00450-1)
- *Valcour, M., & Bagger, J. (2009, April). *Testing a four-component model of organizational work-family support*. Poster presented at the 2009 Society for Industrial and Organizational Psychology Annual conference. New Orleans, LA.
- *van Daalen, G., Willemsen, T. M., & Sanders, K. (2006). Reducing work-family conflict through different sources of social support. *Journal of Vocational Behavior, 69*, 462–476. <http://dx.doi.org/10.1016/j.jvb.2006.07.005>
- *van Daalen, G., Willemsen, T. M., Sanders, K., & van Veldhoven, M. J. P. M. (2009). Emotional exhaustion and mental health problems among employees doing “people work”: The impact of job demands, job resources and family-to-work conflict. *International Archives of Occupational and Environmental Health, 82*, 291–303. <http://dx.doi.org/10.1007/s00420-008-0334-0>
- Vandello, J. A., Hettinger, V. E., Bosson, J. K., & Siddiqi, J. (2013). When equal isn't really equal: The masculine dilemma of seeking work flexibility. *Journal of Social Issues, 69*, 303–321. <http://dx.doi.org/10.1111/josi.12016>
- *van den Berg, P. T. (2011). Characteristics of the work environment related to older employees' willingness to continue working: Intrinsic motivation as a mediator. *Psychological Reports, 109*, 174–186. <http://dx.doi.org/10.2466/01.09.10.PR0.109.4.174-186>
- Vandenberg, R. J., & Lance, C. E. (2000). A review and synthesis of the measurement invariance literature: Suggestions, practices, and recommendations for organizational research. *Organizational Research Methods, 3*, 4–70. <http://dx.doi.org/10.1177/109442810031002>
- *van der Velde, M. E. G., Bossink, C. J. H., & Jansen, P. G. W. (2005). Gender differences in the determinants of the willingness to accept an international assignment. *Journal of Vocational Behavior, 66*, 81–103. <http://dx.doi.org/10.1016/j.jvb.2003.12.002>
- *van der Velde, M. E. G., van der Bossink, C. J. H., & Jansen, P. G. W. (2003). Gender differences in the influence of professional tenure on work attitudes. *Sex Roles, 49*, 153–162. <http://dx.doi.org/10.1023/A:1024460930719>
- *van Hooff, M. L. M. V., Geurts, S. A. E., Kompier, M. A. J., & Taris, T. W. (2006). Work-home interference: How does it manifest itself from day to day? *Work & Stress, 20*, 145–162. <http://dx.doi.org/10.1080/02678370600915940>
- *van Hooff, M. L., Geurts, S. A., Taris, T. W., Kompier, M. A., Dijkers, J. S., Houtman, I. L., & van den Heuvel, F. M. (2005). Disentangling the causal relationships between work-home interference and employee health. *Scandinavian Journal of Work, Environment & Health, 31*, 15–29. <http://dx.doi.org/10.5271/sjweh.844>
- *van Steenbergen, E. F., & Ellemers, N. (2009). Is managing the work-family interface worthwhile? Benefits for employee health and performance. *Journal of Organizational Behavior, 30*, 617–642. <http://dx.doi.org/10.1002/job.569>
- *van Steenbergen, E. F., Ellemers, N., & Mooijaart, A. (2007). How work and family can facilitate each other: Distinct types of work-family facilitation and outcomes for women and men. *Journal of Occupational Health Psychology, 12*, 279–300. <http://dx.doi.org/10.1037/1076-8998.12.3.279>
- *van Steenbergen, E. F., Kluwer, E. S., & Karney, B. R. (2014). Work-family enrichment, work-family conflict, and marital satisfaction: A dyadic analysis. *Journal of Occupational Health Psychology, 19*, 182–194. <http://dx.doi.org/10.1037/a0036011>
- *van Veldhoven, M. J. P. M., & Beijer, S. E. (2012). Workload, work-to-family conflict, and health: Gender differences and the influence of private life context. *Journal of Social Issues, 68*, 665–683. <http://dx.doi.org/10.1111/j.1540-4560.2012.01770.x>
- *Velgach, S. (2010). *The impact of role involvement and perceived control on the experience of work-family interface in India* (Doctoral dissertation). IL Institute of Technology, Chicago, IL. Retrieved from <http://search.proquest.com.ezproxy.gc.cuny.edu/pdqglobal/docview/748246711/abstract/83231C7826E44473PQ/1>
- *Vinokur, A. D., Pierce, P. F., & Buck, C. L. (1999). Work-family conflicts of women in the air force: Their influence on mental health and functioning. *Journal of Organizational Behavior, 20*, 865–878. [http://dx.doi.org/10.1002/\(SICI\)1099-1379\(199911\)20:6<865::AID-JOB980>3.0.CO;2-L](http://dx.doi.org/10.1002/(SICI)1099-1379(199911)20:6<865::AID-JOB980>3.0.CO;2-L)
- Viswesvaran, C., & Ones, D. S. (1995). Theory testing: Combining psychometric meta-analysis and structural equations modeling. *Personnel Psychology, 48*, 865–885. <http://dx.doi.org/10.1111/j.1744-6570.1995.tb01784.x>
- *Volmer, J., Spurk, D., & Niessen, C. (2012). Leader-member exchange (LMX), job autonomy, and creative work involvement. *The Leadership Quarterly, 23*, 456–465. <http://dx.doi.org/10.1016/j.leaqua.2011.10.005>
- *Voydanoff, P. (2004a). Implications of work and community demands and resources for work-to-family conflict and facilitation. *Journal of Occupational Health Psychology, 9*, 275–285. <http://dx.doi.org/10.1037/1076-8998.9.4.275>
- *Voydanoff, P. (2004b). The effects of work demands and resources on work-to-family conflict and facilitation. *Journal of Marriage and Family, 66*, 398–412. <http://dx.doi.org/10.1111/j.1741-3737.2004.00028.x>
- *Voydanoff, P. (2005). Social integration, work-family conflict and facilitation, and job and marital quality. *Journal of Marriage and Family, 67*, 666–679. <http://dx.doi.org/10.1111/j.1741-3737.2005.00161.x>
- *Voydanoff, P., & Donnelly, B. W. (1999). Multiple roles and psychological distress: The intersection of the paid worker, spouse, and parent roles with the role of the adult child. *Journal of Marriage and the Family, 61*, 725–738. <http://dx.doi.org/10.2307/353573>
- *Wadsworth, L. L. (2003). *The application of role-identity salience to the study of social support and work-family interaction* (Doctoral dissertation). ProQuest Information & Learning, US.
- *Wallace, J. E. (1997). It's about time: A study of hours worked and work spillover among law firm lawyers. *Journal of Vocational Behavior, 50*, 227–248. <http://dx.doi.org/10.1006/jvbe.1996.1573>
- *Wallace, J. E. (1999). Work-nonwork conflict among married male and female lawyers. *Journal of Organizational Behavior, 20*, 797–816.

- [http://dx.doi.org/10.1002/\(SICI\)1099-1379\(199911\)20:6<797::AID-JOB942>3.0.CO;2-D](http://dx.doi.org/10.1002/(SICI)1099-1379(199911)20:6<797::AID-JOB942>3.0.CO;2-D)
- *Wallace, J. E. (2001). The benefits of mentoring for female lawyers. *Journal of Vocational Behavior, 58*, 366–391. <http://dx.doi.org/10.1006/jvbe.2000.1766>
- *Wallace, J. E. (2005). Job stress, depression and work-to-family conflict: A test of the strain and buffer hypotheses. *Relations Industrielles. Industrial Relations, 60*, 510–539. <http://dx.doi.org/10.7202/012157ar>
- *Wallace, J. E., & Jovanovic, A. (2011). Occupational similarity and spousal support: A study of the importance of gender and spouse's occupation. *Relations Industrielles. Industrial Relations, 66*, 235–255. <http://dx.doi.org/10.7202/1006145ar>
- *Wang, C. H., Yen, C. D., & Liu, G. H. W. (2015). How intellectual capital influences individual performance: A multi-level perspective. *Computers in Human Behavior, 51*, Part B, 930–937. <http://dx.doi.org/10.1016/j.chb.2014.10.044>
- *Wang, J., Leung, K., & Zhou, F. (2014). A dispositional approach to psychological climate: Relationships between interpersonal harmony motives and psychological climate for communication safety. *Human Relations, 67*, 489–515. <http://dx.doi.org/10.1177/0018726713495423>
- *Wang, M., Liu, S., Zhan, Y., & Shi, J. (2010). Daily work–family conflict and alcohol use: Testing the cross-level moderation effects of peer drinking norms and social support. *Journal of Applied Psychology, 95*, 377–386. <http://dx.doi.org/10.1037/a0018138>
- *Wang, P., Lawler, J. J., & Shi, K. (2011). Implementing family-friendly employment practices in banking industry: Evidences from some African and Asian countries. *Journal of Occupational and Organizational Psychology, 84*, 493–517. <http://dx.doi.org/10.1348/096317910X525363>
- *Warner, M. A. (2011). *Understanding how coworkers impact work-to-family conflict and enrichment and job-related outcomes* (Doctoral dissertation). University of Guelph, Guelph, ON. Retrieved from <http://search.proquest.com.ezproxy.gc.cuny.edu/pqdtglobal/docview/885018982/abstract/817767A21EE046D8PQ/1>
- *Watai, I., Nishikido, N., & Murashima, S. (2008). Gender difference in work–family conflict among Japanese information technology engineers with preschool children. *Journal of Occupational Health, 50*, 317–327. <http://dx.doi.org/10.1539/joh.L7124>
- *Watkins, M., Ren, R., Boswell, W. R., Umphress, E. E., Triana, M., del, C., & Zardkoohi, A. (2012). Your work is interfering with our life! The influence of a significant other on employee job search activity. *Journal of Occupational and Organizational Psychology, 85*, 531–538. <http://dx.doi.org/10.1111/j.2044-8325.2011.02050.x>
- *Wayne, J. H., Casper, W. J., Matthews, R. A., & Allen, T. D. (2013). Family-supportive organization perceptions and organizational commitment: The mediating role of work–family conflict and enrichment and partner attitudes. *Journal of Applied Psychology, 98*, 606–622. <http://dx.doi.org/10.1037/a0032491>
- *Wayne, J. H., Musisca, N., & Fleeson, W. (2004). Considering the role of personality in the work–family experience: Relationships of the big five to work–family conflict and facilitation. *Journal of Vocational Behavior, 64*, 108–130. [http://dx.doi.org/10.1016/S0001-8791\(03\)00035-6](http://dx.doi.org/10.1016/S0001-8791(03)00035-6)
- *Wayne, J. H., Randel, A. E., & Stevens, J. (2006). The role of identity and work–family support in work–family enrichment and its work-related consequences. *Journal of Vocational Behavior, 69*, 445–461. <http://dx.doi.org/10.1016/j.jvb.2006.07.002>
- *Werbel, J. D., & Danes, S. M. (2010). Work family conflict in new business ventures: The moderating effects of spousal commitment to the new business venture. *Journal of Small Business Management, 48*, 421–440. <http://dx.doi.org/10.1111/j.1540-627X.2010.00301.x>
- Westman, M. (2006). Crossover of stress and strain in the work–family context. In F. Jones & R. J. Burke (Eds.), *Work-life balance: A psychological perspective* (pp. 163–184). New York, NY: Psychology Press.
- *Westring, A. F., Speck, R. M., Dupuis Sammel, M., Scott, P., Conant, E. F., Tuton, L. W., . . . Grisso, J. A. (2014). Culture matters: The pivotal role of culture for women's careers in academic medicine. *Academic Medicine, 89*, 658–663. <http://dx.doi.org/10.1097/ACM.0000000000000173>
- *Whitaker, B. G., & Dahling, J. J. (2013). The influence of autonomy and supervisor political skill on the use and consequences of peer intimidation in organizations. *Human Performance, 26*, 353–373. <http://dx.doi.org/10.1080/08959285.2013.836198>
- *Wierda-Boer, H. H., Gerris, J. R. M., & Vermulst, A. A. (2009). Managing multiple roles: Personality, stress, and work–family interference in dual-earner couples. *Journal of Individual Differences, 30*, 6–19. <http://dx.doi.org/10.1027/1614-0001.30.1.6>
- *Wiley, D. L. (1987). The relationship between work/nonwork role conflict and job-related outcomes: Some unanticipated findings. *Journal of Management, 13*, 467–472. <http://dx.doi.org/10.1177/014920638701300303>
- *Wille, B., De Fruyt, F., & Feys, M. (2013). Big five traits and intrinsic success in the new career era: A 15-year longitudinal study on employability and work–family conflict. *Applied Psychology, 62*, 124–156. <http://dx.doi.org/10.1111/j.1464-0597.2012.00516.x>
- Williams, J. C. (2001). *Unbending gender: Why family and work conflict and what to do about it*. Oxford, UK: Oxford University Press.
- Williams, J. C., Blair-Loy, M., & Berdahl, J. (2013). Cultural schemas, social class, and the flexibility stigma. *Journal of Social Issues, 69*, 209–234. <http://dx.doi.org/10.1111/josi.12012>
- *Winefield, H. R., Boyd, C., & Winefield, A. H. (2014). Work–family conflict and well-being in university employees. *The Journal of Psychology: Interdisciplinary and Applied, 148*, 683–697. <http://dx.doi.org/10.1080/00223980.2013.822343>
- *Winkel, D. E., & Clayton, R. W. (2010). Transitioning between work and family roles as a function of boundary flexibility and role salience. *Journal of Vocational Behavior, 76*, 336–343. <http://dx.doi.org/10.1016/j.jvb.2009.10.011>
- *Winkler, C. M. (1997). *Work–family conflict: Buffering effects of organizational resources* (Doctoral dissertation). University of Missouri, Columbia, Missouri. Retrieved from <http://search.proquest.com.ezproxy.gc.cuny.edu/pqdtglobal/docview/304354447/abstract/251E36FF00D342BBPQ/2>
- *Witt, L. A., & Carlson, D. S. (2006). The work–family interface and job performance: Moderating effects of conscientiousness and perceived organizational support. *Journal of Occupational Health Psychology, 11*, 343–357. <http://dx.doi.org/10.1037/1076-8998.11.4.343>
- *Wolfram, H. J., & Gratton, L. (2014). Spillover between work and home, role importance and life satisfaction. *British Journal of Management, 25*, 77–90. <http://dx.doi.org/10.1111/j.1467-8551.2012.00833.x>
- World Economic Forum. (2013). *The global gender gap report*. Geneva, Switzerland: Author.
- *Wright, N. A., Kutschenko, K., Bush, B. A., Hannum, K. M., & Braddy, P. W. (2015). Measurement and predictive invariance of a work–life boundary measure across gender. *International Journal of Selection and Assessment, 23*, 131–148. <http://dx.doi.org/10.1111/ijsa.12102>
- *Wu, C. H., Griffin, M. A., & Parker, S. K. (2015). Developing agency through good work: Longitudinal effects of job autonomy and skill utilization on locus of control. *Journal of Vocational Behavior, 89*, 102–108. <http://dx.doi.org/10.1016/j.jvb.2015.05.004>
- *Wu, C. H., Luksyte, A., & Parker, S. K. (2015). Overqualification and subjective well-being at work: The moderating role of job autonomy and culture. *Social Indicators Research, 121*, 917–937. <http://dx.doi.org/10.1007/s11205-014-0662-2>
- *Wu, C. H., Parker, S. K., & de Jong, J. P. J. (2014). Need for cognition as an antecedent of individual innovation behavior. *Journal of Management, 40*, 1511–1534. <http://dx.doi.org/10.1177/0149206311429862>

- *Wu, L., Kwong Kwan, H., Liu, J., & Resick, C. J. (2012). Work-to-family spillover effects of abusive supervision. *Journal of Managerial Psychology*, 27, 714–731. <http://dx.doi.org/10.1108/02683941211259539>
- *Wyland, R., Luk, D., & Dimitrova, M. (2011, April). *When dual-role involvement facilitates: Work-family facilitation and cross-over in China*. Poster presented at the annual conference for the Society of Industrial and Organizational Psychology. Chicago, IL.
- *Yardley, J. K. (1994). *The relationships of work-family conflict with work outcomes: A test of a model* (Doctoral dissertation). State University of New York at Buffalo. Retrieved from <http://search.proquest.com.ezproxy.gc.cuny.edu/pqdtglobal/docview/304130101/abstract/301D2EC4AA914D2APQ/1>
- *Yildirim, D., & Aycan, Z. (2008). Nurses' work demands and work-family conflict: A questionnaire survey. *International Journal of Nursing Studies*, 45, 1366–1378. <http://dx.doi.org/10.1016/j.ijnurstu.2007.10.010>
- *Young, M. (2015). Work-family conflict in context: The impact of structural and perceived neighborhood disadvantage on work-family conflict. *Social Science Research*, 50, 311–327. <http://dx.doi.org/10.1016/j.ssresearch.2014.12.001>
- *Young, M., Wilkie, J. R., & Schieman, S. (2014). *Spouse's work-to-family conflict, family stressors, and mental health among dual-earner mothers and fathers*. Paper presented at the bi-annual conference of the Work, Family, Researchers Network. New York, NY.
- *Youngcourt, S. S., & Huffman, A. H. (n.d.). *Family-friendly policies in the police: Implications for work-family conflict*.
- *Zhang, H., Yip, P. S. F., Chi, P., Chan, K., Cheung, Y. T., & Zhang, X. (2012). Factor structure and psychometric properties of the work-family balance scale in an urban Chinese sample. *Social Indicators Research*, 105, 409–418. <http://dx.doi.org/10.1007/s11205-010-9776-3>
- *Zhang, M., Foley, S., & Yang, B. (2013). Work-family conflict among Chinese married couples: Testing spillover and crossover effects. *The International Journal of Human Resource Management*, 24, 3213–3231. <http://dx.doi.org/10.1080/09585192.2013.763849>
- *Zhang, M., Griffeth, R. W., & Fried, D. D. (2012). Work-family conflict and individual consequences. *Journal of Managerial Psychology*, 27, 696–713. <http://dx.doi.org/10.1108/02683941211259520>
- Zhao, X., Lynch, J. G., Jr., & Chen, Q. (2010). Reconsidering Baron and Kenny: Myths and truths about mediation analysis. *Journal of Consumer Research*, 37, 197–206. <http://dx.doi.org/10.1086/651257>

Received October 7, 2016

Revision received May 24, 2017

Accepted June 5, 2017 ■