Taking it home with you: The process of work to home spillover and its mediators

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Spillover
According to the 2011 U.S. Bureau of Labor Statistics data, 58.5% of married couples with children under the age of 18 were both working and 47.5% of married couples without children were both working (Bureau of Labor Statistics)
“Work-Home conflict involves the “spillover” of negative emotions, stress, behaviors and fatigue from the work domain to the home domain”
(Edwards & Rothbard, 2000)
Strain-based Work-Home Conflict

“Exists when: strain from participation in one role makes it difficult to fulfill requirements of another”
Greenhaus & Beutell, 1985, pg 76
“Strain-based demands may influence work-to-family conflict through psychological spillover in which the effects of work demands are transmitted to the family through mechanisms such as energy depletion, negative emotions, or stress.” (Voydanoff, 2005)
“... [strain] occurred when an employee became fatigued, particularly emotionally, from work” (Lambert et al, 2010)

“Strain-based conflict, consistent with the fatigue irritability dimension...” (Greenhaus & Beutell, 1985)

“There is considerable evidence that work stressors can produce strain symptoms such as tension, anxiety, fatigue, depression, apathy, and irritability“ (Greenhaus & Beutell)
What is the difference?

E-Strain

“Negative emotions”
“Emotionally”
“Irritability”
“Depression”

F-Strain

“Energy depletion”
“Drained”
“Fatigue”
Research Question

Work Demands

F-Strain

E-Strain

Negative Home Behavior
Role Overload

Too many work role tasks and not enough time to do them

Keene & Reynolds, 2005

Role Conflict

Incompatible role pressures

Rizzon, House, & Lirtzmann 1980

Role Ambiguity

Lack of information needed for particular role

Rizzon, House, & Lirtzmann 1980
What Causes Strain? Demands

Physical Demands

Sustained physical effort
Van Veldhoven et al, 2002

Cognitive Demands

Sustained cognitive effort
Van Veldhoven et al, 2002

Emotional Demands

Sustained emotional effort
Van Veldhoven et al, 2002
Outcomes of Strain: Negative Home Behaviors

Hostility

Job stressors predict increased anger/aggression in the family

(Repetti, 1989; Story & Repetti, 2006; Barling & MacEwen, 1992)

Withdrawal

Social withdrawal following an emotionally stressful day

(Repetti, 1989; Story & Repetti)

Negative Relationship Attitudes

Reduced global and specific relationship satisfaction

(Buck & Neff, 2012; Barling & MacEwen, 1992; Schulz et al, 2006)
Strain: Two Potential Pathways

- Work Demands
- F-Strain
- E-Strain
- Negative Home Behaviors
Strain: Two Potential Pathways

F-Strain

- Hockey, 1993
- Demerouti et al, 2001
- Chan & Margolin, 1994
- Buck & Neff, 2012
- Hall et al, 2010
- Burke & Mikkelsen, 2006
Strain: Two Potential Pathways

- Ilies et al, 2007
- Judge & Ilies, 2004
- Williams & Alliger, 1994
- Repetti, 1989
- Meijman & Mulder, 1998
- Schulz, Cowan, Cowan, & Brennan, 2004
The Present Study

First study to test both F-strain and E-strain in the same study but as different processes
Participants

104 Mturk participants in exclusive, heterosexual romantic relationships who lived with their partner and had a full-time job outside the home (40 males; 64 females)

Procedure Overview

Participants completed the questionnaires between 8:30 pm and 12 am at night

Background questionnaires
Questions about the workday (demands, e-strain, f-strain)
Questions about the evening at home with romantic partner (behavior, specific satisfaction, global satisfaction)
Methods

Work Demands
- Role Overload
- Role Ambiguity
- Role Conflict
- Physical Demands
- Cognitive Demands
- Emotional Demands
- Interpersonal Demands
Hostile behavior  
Withdrawn behavior  

Dissatisfaction with partner that evening  
Global relationship satisfaction
Exhaustion subscale of Malsach Burnout

“I felt drained and exhausted from my activities at work”

“I felt too tired to deal with things”

F-Strain

Mental Fatigue Scale

“Today at work, it took a lot of effort to concentrate on things”

E-Strain

Affect balance scale: 16 negative emotion items

“I have felt anxiety at work”
Strain: Two Potential Pathways

Work Demands → Negative Home Behaviors
<table>
<thead>
<tr>
<th>Hostile Behavior</th>
<th>Withdrawn Behavior</th>
<th>Dissatisfaction with partner tonight</th>
<th>Global Satisfaction with relationship</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work Demands/Stressors</td>
<td>.26*</td>
<td>.14</td>
<td>.00</td>
</tr>
</tbody>
</table>
Results

Work Demands → .26* → Hostility at Home
Results

F-Strain

.56*

-.01 (.15)

Work Demands

.27* (.26*)

Hostility at Home
Results

Work Demands \rightarrow \text{E-Strain} \rightarrow \text{Hostility at Home}

- \text{Work Demands} \rightarrow \text{E-Strain} = .61^* \\
- \text{E-Strain} \rightarrow \text{Hostility at Home} = .45^* (.45^*)
Results

Work Demands

F-Strain

Withdrawal at home

.56*

.18 (.14)

-.05 (.06)
Results

Work Demands \(-0.07 (0.14)\) Withdrawal at Home

E-Strain

\(.61^*\) \(.36^* (0.32^*)\)
Results

- F-Strain (at work) → F-Strain (at home): 0.19+
- E-Strain (at work) → E-Strain (at home): 0.54*
- Work Demands → F-Strain (at work): 0.56*
- F-Strain (at home) → Hostility at Home: 0.08 (.31*)
- E-Strain (at work) → E-Strain (at home): 0.61*
- Hostility at Home → E-Strain (at home): 0.56* (.59*)
Results

F-Strain (at work) → F-Strain (at home)  → Withdrawal at Home

E-Strain (at work) → E-Strain (at home)  → Work Demands

.56*  .19+  .33* (.51*)

.61*  .54*  .41* (.55*)
What we think is going on

Work Demands predict both e-strain and f-strain, at work but it’s the e-strain at work that predicts negative home outcomes

BUT, what worries us

We did not replicate Pearson correlation between f-strain at work and negative home outcomes

Another concern

Work stressors only significantly predicted one of four possible negative home outcomes
Thank You!
Results

- **F-Strain**
  - 0.56*
  - -0.05 (0.15)

- **E-Strain**
  - 0.61*
  - 0.01 (0.26*)
  - 0.48* (0.45*)

- **Work Demands**

- **Hostility at Home**