TAKING STRAIN HOME WITH YOU EVERY DAY: TWO STUDIES AND A PROPOSAL

Julia Brinton
Supervised by Lara Kammrath

Wake Forest University
WORK-HOME CONFLICT

“A form of interrole conflict in which the role pressures from the work and family domains are mutually incompatible in some respect” (Greenhaus & Beutell, 1985)
**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
Research Question

How can strain be conceptualized as a mechanism in WHC?

Resource Drain

Individuals use up their positive resources to meet high work demands. Resources are no longer available for home. (Edwards & Rothbard, 2000; Brummelhuis & Bakker, 2012)

Example positive resources: energy, control, positive emotions

Very few empirical studies test resource drain as a mediator!
How can strain be conceptualized as a mechanism in WHC?

**Excess Negativity**

Individuals with high work demands have a buildup of excess negativity that “spills over” into the home (Edwards & Rothbard, 2000; Repetti, 1989)

Example excess negativity: negative affect, stress

No resource drain studies control for excess negativity!
RESEARCH QUESTION

How can strain be conceptualized as a mechanism in WHC?

- Work Demands
- Resource Drain
- Excess Negativity
- Negative Home Behaviors
**STUDY 1**

**Participants**

- 200 Mturk participants
- 95 males; 105 females
- Age M=32.4  SD= 9.15
- Range 23-68 yrs
- Exclusive, heterosexual relationship
- Cohabitating
- Full-time job
STUDY 1

Procedure Overview

8:30 pm

Background Questionnaires

Workday questions
Work demands, Negative Affect, Fatigue, and more...

Home questions
Behavior, and more...

12 am
Study 1

Role Overload

I had too much work to do today at work

I had an excessive amount of work to do today at work

I had too much to do and not enough time to do it today at work

I had enough time to do what I needed to do today at work (R)

(Keene & Reynolds, 2005)
STUDY 1

Perceived Exhaustion

Today as I went through my day at work I felt more and more used up.

As I left work, I felt drained and exhausted from my activities at work.

When the workday ended, I felt too tired to deal with things.

Maslach & Jackson, 1981a

Resource Drain

Mental Fatigue

At the end of the workday, when I did something, I could keep my thoughts on it (R).

At the end of the workday, I could concentrate well (R).

At the end of the workday, it took a lot of effort to concentrate on things.

Clarkson, Hirt, Chaptman, & Jia 2011
STUDY 1

Affect balance scale (16 items)

Anxiety
  I felt anxiety at work today

Anger
  I felt irritation at work today

Sadness
  I felt unhappiness at work today

Guilt
  I felt regret at work today
STUDY 1

Hostile behavior
Today at home, I criticized my partner

Today at home, I yelled at my partner

Withdrawn behavior
Today at home, I kept to myself when my partner probably would have preferred some attention

Today at home, I didn't feel like interacting with my partner

(Repetti, 1989)
RESULTS

Role Overload $r = .14^+, p = .057$ Hostility at Home
RESULTS

Role Overload $\rightarrow r = .22^*, p = .003 \rightarrow$ Withdrawal at Home
As I left work, I felt drained and exhausted from my activities at work.
RESULTS

Role Overload \( \rightarrow \) Exhaustion \( \rightarrow \) Withdrawal at home

- 0.49*
- 0.15+ (0.22*)
- 0.13 (0.21*)
RESULTS

Mental Fatigue

Role Overload

Hostility at Home

.24*

.10 (.14+)

.18* (.20*)

“At the end of the workday, it took a lot of effort to concentrate on things”
RESULTS

- Mental Fatigue
  - Role Overload: 0.24*
  - Withdrawal at home: 0.26* (0.29*)

- Withdrawal at home: 0.16* (0.22*)
RESULTS

- Role Overload: 0.24* to Mental Fatigue
- Mental Fatigue: 0.08 (0.20*) to Hostility at Home
- Hostility at Home: 0.32* (0.34*) to Negative Affect
- Negative Affect: 0.44* to Role Overload

*Significant at 0.05 level
RESULTS

Role Overload → Mental Fatigue (.24*)

Mental Fatigue → Withdrawal at Home (.19* (.29*))

Mental Fatigue → Negative Affect (.06 (.22*))

Negative Affect → Withdrawal at Home (.25* (.34*))

Negative Affect → Role Overload (.44*)
STUDY 1 DISCUSSION

- Unfortunately, resource drain mediators didn’t work.
- Excess negativity is the more important mediator in the association between work demands and home outcomes.
- Is resource drain only a colloquial myth?
STUDY 2

What’s changed?
- Socialsci participants
- New measure of excess negativity: stress
- New measures of resource drain: lack of positive affect, stroop, flanker
- Global ratings Time 1
- Time 2: Single day ratings at two separate time points (not yet analyzed)
METHODS

Participants

195 SocialSci participants

101 males; 94 females

Age M=33.8  SD= 10.06

Range 18-65 yrs

Exclusive, heterosexual relationship

Cohabitating

Full-time job
METHODS

Role overload

- Exhaustion
- Mental Fatigue
- Lack of positive affect
- Stroop, Flanker

Negative Affect
- Stress
- Hostility
- Withdrawal
- Relationship Satisfaction
METHODS

STRESS (PSS, Cohen et al, 1983)

“How often do you find that you cannot cope with all the things that you have to do at your job?”

“How often do you feel nervous and stressed at work?”

“How often are you angered because of things that are outside of your control at work?”

“How often do you feel like difficulties are piling up so high at work that you can not overcome them?”

Stress is multicollinear with negative affect
r = .566 (Study 2) r = .683 (another study)
METHODS

- Positive affect (ABS)
  - 8 items
  - Example item, “In general I feel happiness at work.”
METHODS: Behavioral Measures of Drain

**STROOP** (Stroop, 1935)
- 4 Blocks, 20 trials each
- Block 1, practice

**FLANKER** (Eriksen & Eriksen, 1974)
- 1 Blocks, 80 trials
- First 20 trials, practice

Consistent with Inzlicht & Gutsell, 2007, only correct responses used
<table>
<thead>
<tr>
<th>Role overload</th>
<th>Hostility</th>
<th>Withdrawal</th>
<th>Relationship Satisfaction</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>.26*</td>
<td>.27*</td>
<td>-.13+</td>
</tr>
<tr>
<td></td>
<td>Hostility</td>
<td>Withdrawal</td>
<td>Relationship Satisfaction</td>
</tr>
<tr>
<td>-------------------------</td>
<td>-----------</td>
<td>------------</td>
<td>---------------------------</td>
</tr>
<tr>
<td>Role overload</td>
<td>.26*</td>
<td>.27*</td>
<td>-.13*</td>
</tr>
<tr>
<td>Exhaustion</td>
<td>.22*</td>
<td>.23*</td>
<td>-.07</td>
</tr>
<tr>
<td>Mental Fatigue</td>
<td>.19*</td>
<td>.25*</td>
<td>-.09</td>
</tr>
<tr>
<td>Positive Affect</td>
<td>.07</td>
<td>.03</td>
<td>.13</td>
</tr>
<tr>
<td>Stroop</td>
<td>-.03</td>
<td>-.01</td>
<td>-.17*</td>
</tr>
<tr>
<td>Flanker</td>
<td>-.05</td>
<td>-.08</td>
<td>-.09</td>
</tr>
</tbody>
</table>

Note: The asterisks indicate statistical significance.

- * indicates p < 0.05
- + indicates p < 0.10
<table>
<thead>
<tr>
<th></th>
<th>Hostility</th>
<th>Withdrawal</th>
<th>Relationship Satisfaction</th>
</tr>
</thead>
<tbody>
<tr>
<td>Role overload</td>
<td>.26*</td>
<td>.27*</td>
<td>-.13+</td>
</tr>
<tr>
<td>Exhaustion</td>
<td>.22*</td>
<td>.23*</td>
<td>-.07</td>
</tr>
<tr>
<td>Mental Fatigue</td>
<td>.19*</td>
<td>.25*</td>
<td>-.09</td>
</tr>
<tr>
<td>Positive Affect</td>
<td>.07</td>
<td>.03</td>
<td>.13</td>
</tr>
<tr>
<td>Stroop</td>
<td>-.03</td>
<td>-.01</td>
<td>-.17*</td>
</tr>
<tr>
<td>Flanker</td>
<td>-.05</td>
<td>-.08</td>
<td>-.09</td>
</tr>
<tr>
<td>Negative Affect</td>
<td>.45*</td>
<td>.47*</td>
<td>-.19*</td>
</tr>
<tr>
<td>Stress</td>
<td>.34*</td>
<td>.38*</td>
<td>-.20*</td>
</tr>
<tr>
<td></td>
<td>Hostility</td>
<td>Withdrawal</td>
<td>Relationship Satisfaction</td>
</tr>
<tr>
<td>------------------</td>
<td>-----------</td>
<td>------------</td>
<td>---------------------------</td>
</tr>
<tr>
<td>Role overload</td>
<td>.26*</td>
<td>.27*</td>
<td>-.13*</td>
</tr>
<tr>
<td>Exhaustion</td>
<td>.22*</td>
<td>.23*</td>
<td>-.07</td>
</tr>
<tr>
<td>Mental Fatigue</td>
<td>.19*</td>
<td>.25*</td>
<td>-.09</td>
</tr>
<tr>
<td>Positive Affect</td>
<td>.07</td>
<td>.03</td>
<td>.13</td>
</tr>
<tr>
<td>Stroop</td>
<td>-.03</td>
<td>-.01</td>
<td>-.17*</td>
</tr>
<tr>
<td>Flanker</td>
<td>-.05</td>
<td>-.08</td>
<td>-.09</td>
</tr>
<tr>
<td>Negative Affect</td>
<td>.45*</td>
<td>.47*</td>
<td>-.19*</td>
</tr>
<tr>
<td>Stress</td>
<td>.34*</td>
<td>.38*</td>
<td>-.20*</td>
</tr>
<tr>
<td></td>
<td>Hostility</td>
<td>Withdrawal</td>
<td>Relationship Satisfaction</td>
</tr>
<tr>
<td>---------------------------</td>
<td>-----------</td>
<td>------------</td>
<td>---------------------------</td>
</tr>
<tr>
<td>Role overload</td>
<td>.26*</td>
<td>.27*</td>
<td>-.13+</td>
</tr>
<tr>
<td>Exhaustion</td>
<td>.22*</td>
<td>.23*</td>
<td>-.07</td>
</tr>
<tr>
<td>Mental Fatigue</td>
<td>.19*</td>
<td>.25*</td>
<td>-.09</td>
</tr>
<tr>
<td>Positive Affect</td>
<td>.07</td>
<td>.03</td>
<td>.13</td>
</tr>
<tr>
<td>Stroop</td>
<td>-.03</td>
<td>-.01</td>
<td>-.17*</td>
</tr>
<tr>
<td>Flanker</td>
<td>-.05</td>
<td>-.08</td>
<td>-.09</td>
</tr>
<tr>
<td>Negative Affect</td>
<td>.45*</td>
<td>.47*</td>
<td>-.19*</td>
</tr>
<tr>
<td>Stress</td>
<td>.34*</td>
<td>.38*</td>
<td>-.20*</td>
</tr>
</tbody>
</table>
RESULTS

Role Overload $\rightarrow$ Hostility at Home

$r = .26^*, p < .001$
RESULTS

Role Overload $r = .27^*, p < .001$ Withdrawal at Home
RESULTS

Role Overload \[ r = -0.13^+, p = 0.07 \] Relationship Satisfaction
RESULTS

Exhaustion

Role Overload

.57*

.20* (.26*)

Hostility at Home

.11 (.22*)
RESULTS

Role Overload — Exhaustion — Withdrawal at home

0.57* — 0.21* (0.27*) — 0.11 (0.23*)
RESULTS

Role Overload -> Exhaustion (.57*)

Exhaustion -> Relationship Satisfaction (-.12 (-.13^*))

Exhaustion -> Relationship Satisfaction (-.007 (-.08))
**RESULTS**

- **Mental Fatigue**
  - Role Overload: 0.28* (Path)
  - Hostility at Home: 0.23* (Path), 0.13+ (Path), 0.20* (Path)
RESULTS

Role Overload \( \rightarrow \) Mental Fatigue \( \rightarrow \) Withdrawal at home

\( \cdot 28^* \quad \cdot 22^* (\cdot 27^*) \quad \cdot 19^* (\cdot 25^*) \)
RESULTS

Mental Fatigue

Role Overload

Relationship Satisfaction

.28* → Mental Fatigue

-.11 (-.13+)

-.06 (-.09)
RESULTS

Mental Fatigue

Role Overload

.28*

.40*

Negative Affect

.14* (.26*)

.41* (.45*)

Hostility at Home

.01 (.20*)
RESULTS

Mental Fatigue

- 0.28*
- 0.13+ (0.27*)
- 0.40*
- 0.41* (0.47*)

Role Overload

Negative Affect

Withdrawal at Home

0.07 (0.25*)
RESULTS

Mental Fatigue

Role Overload

Negative Affect

Relationship Satisfaction

.28*

-.08 (-.13+)

-.01 (-.09)

.40*

-.17*(-.20*)
DISCUSSION OF BOTH STUDIES

- No evidence for resource drain as a mediator
- Excess negativity is the best mediator in both studies for all three home outcomes
- So what’s next?
PROPOSED STUDY 2 ANALYSES

Role Overload (g) → Resource Drain (g) → Home Outcomes (g)

Role Overload (d) → Resource Drain (d) → Home Outcomes (d)

Excess Negativity (g) →

Excess Negativity (d) →
PROPOSED LONGITUDINAL STUDY

• 100 cohabiting dyads (Social Sci)
• Global Survey on Saturday
• M-F work and home surveys separately
• Exit Survey follow Saturday

PURPOSE:
• Within-person estimates of daily Work-Home Conflict
• Look at dyadic processes: crossover

Questions:
• New drain or excess negativity variables to measure?
• Change existing measures?
• Controls?
THANK YOU!