

Work-Family-Personal Life Conflict: Testing Of A
Three-Dimensional Model

by

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STATEMENT OF AUTHORSHIP

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ABSTRACT

This study aimed at examining the conflict between work, family and personal life (WFPC). The concept of WFPC was generated by adding personal life domain to the concept of work-family conflict. It was proposed that if balance between work, family and personal life was not maintained, psychological well-being would be affected negatively. Work demands (i.e., work overload, job control, and schedule inflexibility) and family demands (i.e., age of the youngest child, family control, and family overload) were hypothesized to be the antecedents of WFPC in the model. The model proposed that psychological well-being was associated with WFPC. Survey data were collected from 448 white-collar employees with at least one child. Results revealed that prevalence of work interfering with personal life (WIP) was higher than other types of interferences. As hypothesized, work overload was associated with WIP and family overload was associated with family interfering with personal life (FIP). FIP was also found to be significantly correlated with all indicators of psychological well-being in this study. The study is expected to contribute to science by testing interferences among three domains of life; work, family and personal life which there is little research about. There are also practical implications of the study that can guide employees to understand the antecedents and consequences of WFPC, and motivate organizations to widen the ranges of their family-friendly policies to policies that consider personal life, too.

Key Words: Work-family-personal life conflict, life balance, job demands, family demands, depression, anxiety, burnout, life satisfaction.

ÖZET

Bu araştırma, iş, aile ve özel hayat çatışmasını (İAÖÇ) incelemiştir. İAÖÇ kavramı, iş-aile çatışması kavramına özel hayat alanının eklenmesiyle oluşturulmuştur. İş, aile ve özel hayat arasında bir denge olmazsa, psikolojik esenliğin negatif yönde etkileneceği öngörülmüştür. Araştırma modelinde, iş alanındaki talepler (iş yükü, iş kontrolü, çalışma saatlerinin esnekliği) ve aile talepleri (en küçük çocuğun yaşı, aile kontrolü, aile yükü) İAÖÇ'nin öncülleri olarak alınmıştır. Modelde, İAÖÇ'nin psikolojik esenlikle ilişkili olması da beklenmiştir. Verilerin toplanması araştırma anketinin en az bir çocuğu olan, beyaz yakalı 448 çalışan tarafından doldurulmasıyla gerçekleştirilmiştir. Sonuçlar, iş-özel hayat çatışmasının (İÖ) diğer çatışma türlerinden daha yaygın olduğunu göstermiştir. Öngörüldüğü gibi, iş yükü İÖ ile ilişkili, ve aile yükü de aile-özel hayat çatışmasıyla (AÖ) ilişkili bulunmuştur. AÖ'nin çalışmaya kattığımız psikolojik esenlik belirtilerinin tümüyle ilişkili olduğu da ortaya çıkmıştır. Bu araştırma, hakkında şua ana kadar çok az araştırma yapılmış olan iş-aile-özel hayat çatışmasını üçlü bir model üzerinden test ederek bilime katkıda bulunmayı amaçlamaktadır. Araştırmanın uygulamaya yönelik katkıları arasında, çalışanların İAÖÇ'nin öncül ve ardıllarını anlamaları ve örgütlere, aile-dostu politikaları özel hayatı da göz önüne alarak genişletmeleri konusunda yardımcı olmak bulunmaktadır.

Anahtar Sözcükler: İş-aile-özel hayat çatışması, hayat dengesi, iş alanındaki talepler, aile talepleri, depresyon, anksiyete, tükenmişlik, hayat doyumu.

DEDICATION

To my dear family who contributed the most for maintaining my balance in life

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TABLE OF CONTENTS

STATEMENT OF AUTHORSHIP	III
ABSTRACT	IV
ÖZET.....	V
DEDICATION	VI
ACKNOWLEDGEMENT.....	VII
TABLE OF CONTENTS.....	IX
LIST OF TABLES.....	XI
LIST OF FIGURES	XII
ACRONYMS.....	XIII
CHAPTER 1.....	1
1.1. GENERAL OVERVIEW	1
1.2. EXPECTED THEORETICAL AND PRACTICAL CONTRIBUTIONS OF THE STUDY.....	7
CHAPTER 2.....	9
2.1. JOB DEMANDS	9
2.1.1. <i>Work overload</i>	9
2.1.2 <i>Job control</i>	10
2.1.3 <i>Schedule inflexibility</i>	11
2.2. FAMILY DEMANDS	13
2.2.1. <i>Age of the youngest child</i>	13
2.2.2. <i>Family Control</i>	13
2.2.3. <i>Family Overload</i>	14
2.3. PSYCHOLOGICAL WELL-BEING	15
2.3.1. <i>Depression</i>	15
2.3.2. <i>Anxiety</i>	16
2.3.3. <i>Burnout</i>	17
2.3.4. <i>Life Satisfaction</i>	17
CHAPTER 3.....	19

3.1. PILOT STUDY	19
3.1.1. Interview about the Domain of Personal Life.....	19
3.1.2. Pilot Study.....	21
3.2. THE MAIN STUDY.....	22
3.2.1. Participants and Procedures	22
3.2.2. Measures.....	28
CHAPTER 4.....	35
4.1 DESCRIPTIVE FINDINGS.....	35
4.2. EXPLORING THE PREVALENCE OF WIF, WIP, FIW, FIP, PIW, PIF	40
4.3. HYPOTHESIS TESTING.....	41
4.3.1 Testing the Relationship between Antecedents and Each Type of WFPC.....	41
4.3.2 Testing the Relationship between WFPC and Indicators of Psychological Well-Being	46
CHAPTER 5.....	51
5.1. DISCUSSION OF FINDINGS	51
5.1.1. Prevalence of WFPC Types	51
5.1.2. Relationships of Family and Work Demands with WFPC Types.....	54
5.1.3. Relationship between WFPC and Indicators of Psychological Well-Being	58
5.2. LIMITATIONS OF THE STUDY AND SUGGESTIONS FOR FUTURE RESEARCH.....	60
5.3. SCIENTIFIC AND PRACTICAL CONTRIBUTIONS OF THE FINDINGS	62
APPENDICES.....	65
APPENDIX A	66
APPENDIX B	68
APPENDIX C	69
APPENDIX D	70
APPENDIX E	72
APPENDIX F	74
APPENDIX G.....	84
APPENDIX H.....	85
APPENDIX I	86
REFERENCES	87

LIST OF TABLES

3.1 Internal consistencies (i.e. cronbach alpha) of study measures in the pilot study.....	23
3.2 Demographic characteristics of the participants.....	26
3.3 Factor Analysis with varimax rotation.....	30
4.1 Means, standard deviations, reliabilities and intercorrelations among the study variables.....	36
4.2 Summary Regression Analysis for Work and Family Demands Predicting WIF, WIP, FIW, FIP, PIW, and PIF.....	44
4.3 Partial correlations of WPFC with Indicators of Psychological Well-Being	47
4.4 Summary Regression Analysis for WIF, WIP, FIW, FIP, PIW, and PIF and Indicators of Psychological Well-Being.....	49
4.5 Summary of Hypotheses.....	50

LIST OF FIGURES

1. Hypothesized conceptual model of the study.....7

ACRONYMS

<i>WFC</i>	Work-Family Conflict
<i>WFPC</i>	Work-Family-Personal Life Conflict
<i>WIF</i>	Work to Family Interference
<i>WIP</i>	Work to Personal Life Interference
<i>FIW</i>	Family to Work Interference
<i>FIP</i>	Family to Personal Life Interference
<i>PIW</i>	Personal Life to Work Interference
<i>PIF</i>	Personal Life to Family Interference

Chapter 1

INTRODUCTION

1.1. General overview

Increased demands from both work and family make it more difficult to maintain a balance between work and non-work life (Lapierre & Tammy, 2006; Shaffer & Joplin, 2001). Long working hours, work overload, and child care are some of the demands that come from family and work life (Cullen & Hammer, 2007; Major, Klein, & Ehrhart, 2002; Rice, Frone, & McFarlin, 1992). An important concept that deals with imbalance between work and family is work-family conflict (WFC) (e.g., Greenhaus, & Beutell, 1985; Rice, Frone, & McFarlin, 1992; Somech, & Drach-Zahavy, 2007). WFC is an interrole conflict in which role pressures from work and family domains are conflicting (Greenhaus & Bautell, 1985). The interference between work and family is bidirectional: work can interfere with family, which is referred to as work-to family interference (WIF), or family life can interfere with work referred to as family-to work interference (FIW) (Rice, Frone, & McFarlin, 1992).

Studies on WFC include different occupations, (e.g., Aryee, Luk, Leung, & Lo, 1998; Brough, 2005), different cultures (e.g., Aryee et al., 1998; Lingard, &

Francis, 2005; McKay, & Tate, 1999), and different consequences of WFC (e.g., Rantanen, Pulkkinen, & Kinnunen, 2005; Westman, Etzion, & Gortler, 2004). The intense concern for this topic can be understood when we consider the fact that work and family are two important areas of an individual's life. However, WFC studies have omitted another fundamental domain of an individual. The domain of personal life has not been examined in the literature. The problem with that is people do not only have family and work lives. There is a "personal life" that has needs too, and most people neglect it because of work and family demands. Therefore, if we want to talk about conflicting demands in life, personal needs and expectancies are necessary to include in the conceptualization.

In this study, the concept of work-family conflict will be expanded to include the personal life, which is work-family-personal life conflict (WFPC) (Aycan, Eskin, & Yavuz, 2007). WFPC is a conflict caused by inability to meet the demands of family, work, and personal life to the extent that satisfies the individual (based on Aycan, Eskin, & Yavuz, 2007). According to this definition, all possible seven interferences between work, family and personal life can be listed in the following way: work interference with family (WIF), work interference with personal life (WIP), family interference with work (FIW), family interference with personal life (FIP), personal life interference with work (PIW), personal life interference with family (PIF), and overall work, family and personal life conflict (WFPC). On the basis of this conceptualization of WFPC, the present research has three aims. First, it aims to explore the prevalence of each type of WFPC; and see which type is experienced to the highest and lowest extent. The second aim is to examine the

relationship of work and family demands with all types of WFPC. The third aim is to understand the relationship of WFPC types with the psychological well-being of the person (i.e., life satisfaction, depression).

It is important to clarify what is meant by the domain of personal life in this study. Personal life is a domain that is separate from work and family life, where the person does things to satisfy the self. This means doing activities without the concern of meeting family or work demands. Watching television or reading books can be examples of what people do for their own selves. Personal life does not leave out meeting with other people, spending time with family members, or visiting relatives. A visit to parents is included into the activities of personal life if that act is not conducted only to meet the expectations of parents. Personal life is a domain where the person meets the needs of himself/herself. These needs can be fulfilled by doing sports, attending social activities like going to the cinema, or spending time with friends. It can simply be surfing on the internet, or shopping - if that is what the person needs to do for herself/ himself at that moment.

In the literature, the concept of leisure activities is close to the concept of personal life. Leisure activities are considered as hobbies that the person does (reading books, making sports), and free time activities related to one's interests. Research on leisure activities divides domains of life in to two: work and non-work life (Frone, 2003; Rice, Frone, & McFarlin, 1992; Staines & O'Conner, 1980). These studies include time spent on leisure activities under the domain of non-work life. Leisure activities are closer to doing something for personal life, since they are

separate from work and family domains. On the other hand, meeting the needs of personal life is not equal to doing leisure activities. When an individual meets the needs of the self, he/she may go to health check-up which can not be accepted as a leisure activity. Therefore, leisure activities can not cover the whole concept of personal life.

Studies on leisure activities show that there is a negative correlation between time spent on leisure and WFC. Staines et al. (1980) found that time spent at work, and having night or morning shifts were positively correlated with work-leisure conflict. Rice et al. (1992), proposed a model in which work-non-work conflict affected overall quality of life. Authors asserted that work-non-work conflict had two types: work-family conflict, and work-leisure conflict. To measure work-leisure conflict one item was used (i.e., “How much your job and your free time activities interfere with each other?”). The results show that work-leisure conflict is negatively associated with overall life satisfaction. Another study also took work-leisure conflict as a sub-dimension of work-non work conflict (Lingar & Francis, 2005). Work demands such as irregular working hours, predicted work-leisure conflict and was negatively correlated with psychological well-being.

The concept that comes the closest to personal life is the concept of “personal benefit activities” which was recently proposed by Allis and O’Driscoll (2008). Allis et al. divided non-work life in two domains as family life and personal benefit activities. Personal benefit activities are more than leisure activities. They include anything done for the benefit of the self, and satisfaction of personal needs. Hobbies,

looking for new challenges for personal development, spending time on religious activities are within the domain of personal benefit activities. Allis et al. (2008) studied only family-to-work conflict and personal benefit activities-to-work conflict. A non significant relationship was found between time spent in family and family-to-work conflict. Also, the relationship between time spent in personal benefit activities and personal benefit activities-to-work conflict was not significant (Allis et al., 2008). With this study, domain of nonwork was expanded to family and personal benefit activities, however all possible conflicts between domains of life were not investigated. Moreover, there is still the need of development of an appropriate scale for the measurement of conflict between three domains. Our study is investigating all six interferences between work, family and personal life, together with proposing a scale for measuring all domains of WFPC.

The model that will guide this research is proposed by Ayca, Eskin and Yavuz (2007). Ayca et al. states that balance in life can be maintained by satisfaction from three fundamental areas of life; namely work, family, and personal life. What is meant by personal life is meeting the needs of the individual. Ayca et al. proposes a model of life balance. The person maintains life balance if he/she is able to meet the demands from the three areas of life. There are work demands (e.g., work overload, work hours), family demands (e.g., hours spent with family, giving support to the spouse), and demands driving from personal needs. Although not included in our study, in this model there are three antecedents of life balance. These are support and resources from work (e.g., child-care policies, flexible working hour, support from colleagues), support and resources from family (e.g., spousal support,

support of relatives), and personal resources that support the individual (e.g., education level of the individual, type of personality). Coping skills (e.g., communication skills, time management behaviors) are taken as the moderator between supports and resources and WFP balance. If this balance is not maintained, then the person experiences problems in three domains. These problems are work-related problems (e.g., increase of absenteeism and turnover intentions), family-related problems (e.g., decrease of marital satisfaction), and problems related with personal life (e.g., anxiety, decrease of life satisfaction) (Aycan et al., 2007). In this study, we focus on family and work demands and decrease in psychological well-being of the person due to imbalance in life.

There is a large amount of research providing data about predictors, effects, and moderators of WFC. In the current study hypotheses regarding antecedents and consequences of WFPC will be guided by the WFC literature. The reason is that we created a new concept in this study, that is WFPC, and we want to test if the most prevalent variables that correlate with WFC also have correlations with WFPC. The proposed model can be seen in Figure 1.1.

Work demands are theoretically considered as predictors of WFC. Work demands which have been found to have higher correlation with WFC by many study are work overload, job control, and inflexibility of work hours (e.g., Bartolome & Evans, 1979; Major, Klein, & Ehrhart, 2002). Family demands that will be investigated as predictors of WFPC are age of the youngest child, family control, and family overload (Burke, 1988; Ford, Heinen., & Langkamer, 2007). The highly

correlated consequences of WFC supported by many research are life satisfaction, burnout, anxiety and depression which will be included in the study as consequences of WFPC (e.g., Allen, Herst, Bruck, & Sutton, 2000; Cinamon, Rich, & Westman, 2007).

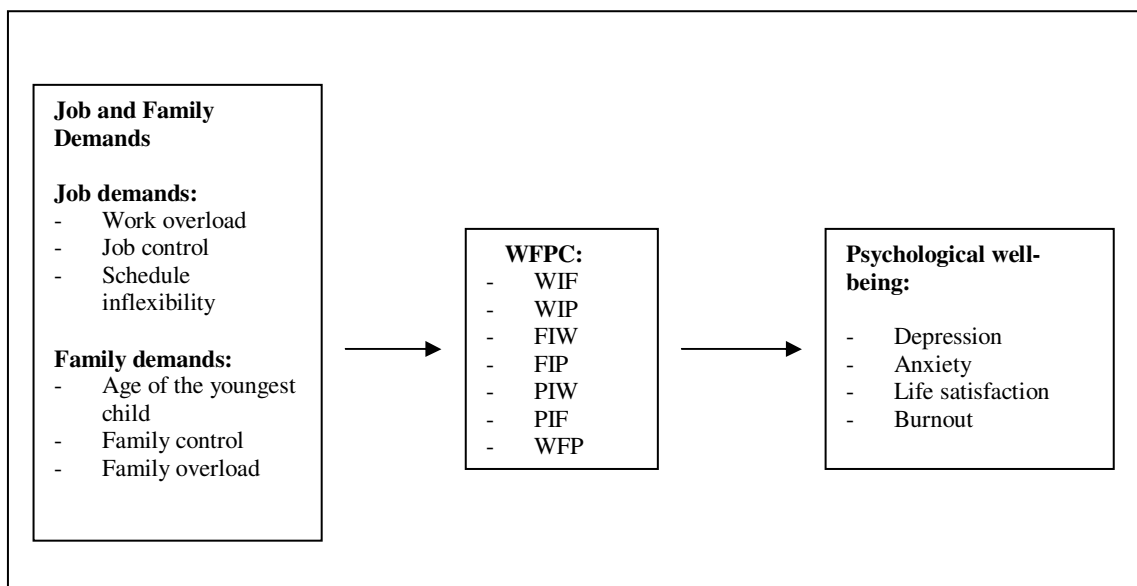


Figure 1.1

Hypothesized conceptual model of the study.

1.2. Expected Theoretical and Practical Contributions of the Study

The study is expected to contribute to science by testing the conflict among work, family, and personal life, with all its dimensions (i.e. WIF, PIW, PIF, etc.).

Personal life will be added as the third critical domain of life which has been included in little research (Hayman, 2005; Allis et al., 2008). Which type of

interference is experienced the most will be investigated. Also, the factors that lead to WFPC will be studied. It will be seen which specific demands correlate with which type of conflict (e.g. WIF, WIP, PIF). Another important expected contribution of the current study is showing for the effects of imbalance between work, family, and personal life on the psychological well-being.

The study is expected to make contributions to policy and practice such as being a guide to people who have problems with balancing family, work and personal life. In order to decrease WFPC, organizations can focus on antecedents that will be found to have the most significant impacts on WFPC. People tend to undermine the importance of personal life compared to work and family lives. Results are expected to show that people should meet the needs and expectations of self as well; otherwise psychological well-being is compromised. Another practical implication is that companies would widen the ranges of their policies if attending to the needs of personal life is found to be as important as attending to the demands of other life domains (i.e., work and family). If detrimental effects of WFPC on psychological well-being are found, companies should consider applying not only family-friendly policies, but adding policies that consider personal life, too.

Chapter 2

LITERATURE REVIEW

We described WFPC as the conflict caused by inability to meet the demands of family, work, and personal life to the extent that satisfies the individual. There are seven possible interference which are WIF, WIP, FIW, FIP, PIF, PIW, and the overall WFPC.

Variables relating to WFPC that will be included in this study are work demands (i.e., work overload, job control, and schedule inflexibility), family demands (i.e., age of the youngest child, family control, and family overload), and psychological well-being (depression, anxiety, burnout, life satisfaction).

2.1. Job demands

2.1.1. Work overload

Work overload was found to be one of strongest antecedents of WFC (Britt & Dawson, 2005). Work overload is the perception that one has too much to do (Leiter & Schaufeli, 1996). A person with work overload can be overloaded in terms of number of tasks, or he/she can feel that there are not enough resources (time, ability) to complete the tasks.

Results of studies on work overload and WFC relationship present that work overload is an important predictor of WFC (Aryee et al., 1998; Britt et al., 2005; McKay et al., 1999). Mesmer-Magnus and Viwesvaran (2005) found that compared to other antecedents like parental demands, and flexibility of schedule, work overload is the demand that has the strongest correlation with WIF. Other studies also support these findings by showing that work overload has significant correlation with WIF, but not with FIW (Cullen & Hammer, 2007; Major, Klein and Ehrhart, 2002; Leiter & Schaufeli, 1996). Work overload is a predictor of WIF, since an employee spends more time at work to finish his/her tasks and less time at home. Even if the employee spares time for family, physical and emotional exhaustion caused by overload decreases the quality of time spent with family (Britt et al., 2005; Leiter & Schaufeli, 1996). On the basis of these findings, we expect work life to interfere with personal life for the same reasons. Employees with work overload will not be able to spend time for their personal lives. Even if they spend time, their minds will be preoccupied with work. Therefore our second hypothesis is stated as below.

Hypothesis 1: Work overload will be associated (positively) more strongly with WIF and WIP, compared to FIW, FIP, PIW and PIF.

2.1.2 Job control

Job control concerns the amount of say workers have over their work, the methods they apply, and the order in which they handle their tasks (Taris, Beckers,

Verhoeven, Geurts, Kompier, & Linden, 2006). Negative relationship between job control and WFC was found, because it can help the employee to have a positive attitude toward his job, control when and how to do his/her work tasks, and manage stressful challenging demands (Grönlund, 2007; Mauno, Kinnunen, & Ruokolainen, 2006). Job control is sometimes taken as a moderator between WFC and psychological well-being. Mauno et al., (2006) showed that job control decreases the negative outcomes of WFC. Grönlund (2007), Taris et al. (2006), Wallace (2005) studied job control as an antecedent of WFC, and found that people with job control experienced less WFC, especially WIF. Our next hypothesis proposes that job control will associate with lower levels of conflict, because the employee can manage time and what task to do in a way that he/she prefers.

Hypothesis 2: Job control will be associated (negatively) more strongly with WIF and WIP, compared to FIW, FIP, PIW, and PIF.

2.1.3 Schedule inflexibility

One of the most commonly investigated work demand is flexibility of schedule, which is a schedule arrangement that allows the worker to chose to leave work early or come to work later. The worker may also have a certain amount of work hours he/she has to complete in a week, but he/she is able to choose those work hours and days. Thus the person may not come to work for one day, but the other day he/she may come (Pasewark & Viator, 2006). Previous research show that existence of flexible work hours is negatively correlated with WFC, and stronger with WIF

than FIW (Byron, 2005; Major et al., 2002; Pasewark & Viator, 2006). In our study, the main effect of schedule inflexibility on WFPC was assessed but some studies took schedule inflexibility as the moderator between some variables. Frone (2000) tested the moderating effect of flexible work hours between WFC and psychiatric disorders. He found depression symptoms decreased when there is flexible work schedule. Moderating effect of flexible schedule between WFC and psychological well-being, turnover intention, and job satisfaction was confirmed by other researchers (Padgett, Gjerde, & Hughes, 2005; Thomas & Ganster, 1995), but it should be kept in mind that in this study the main effect, but not the moderating effect of schedule inflexibility will be examined. Contrary to previous finding, Cinamon, Rich and Westman (2007) found that flexibility of work hours of teachers positively correlated with FIW as much as WIF. It was stated that significant correlation with FIW is occupation-specific. Flexible work hours at school cause teachers to work less time at school, but work more hours at home. This leads family demands to increase and interfere with work. In this research, we expect less work interference with other domains when there is a flexible schedule, since flexible schedule enables the worker to arrange his/her time efficiently, and spend time on family or personal life.

Hypothesis 3: Schedule inflexibility will be associated (positively) more strongly with WIF and WIP, compared to FIW, FIP, PIW, and PIF.

2.2. Family Demands

2.2.1. Age of the youngest child

Child-care requires a substantial amount of time and a great deal of effort. Hence, it is expected that employees with children suffer more from WFC than employees who have no children. A variable that is concerned with children is the ages of children. We see that ages of children were correlated with WFC (Netemeyer, Boles, & McMurrin, 1996). Ford et al. (2007) suggested that parents with smaller children were more connected to their children affectively; also smaller children had more demands compared to older children. Frone et al. (2002), and Netemeyer et al. (1996) revealed that individuals who had older children compared to other participants, experienced less FIW. Ford, Heinen, and Langkamer (2007), and Stoeva et al. (2002) found that ages of children moderated the relation between WFC and life satisfaction. Therefore, age of the youngest child is expected to be related with WFPC. Our next hypothesis is stated below.

Hypothesis 4: Age of the youngest child will be associated (negatively) more strongly with FIW and FIP, compared to WIF, WIP, PIW and PIF.

2.2.2. Family Control

Family control is the perception of control on family-related issues. It can be conceptualized as the feeling of how much the person has impact on decisions taken within the family, or how much the person is able to rearrange his/her time spent on family demands. Family control and WFC relationship

has been investigated for the first time as a part of an international research on work-family conflict (Aycan, 2004). Family control was among family demands, and the results showed that there was a negative correlation between family control and WFC.

A negative relation is expected between job control and WFPC in this research. A person with family control is able to postpone housework, or he/she has an effect on family members when expresses his/her thoughts to them. Ease with managing family demands is proposed to decrease WFPC of the employee.

Hypothesis 5: Family control will be associated (negatively) more strongly with FIW and FIP, compared to WIF, WIP, PIW, and PIF.

2.2.3. Family Overload

Family overload is the perception that the person has so much to do at home, or does not have enough resources to complete the family-related tasks. This variable, like family control, has not been covered in the literature except the international research of work-family conflict, which Aycan collected the data from Turkey (Aycan, 2004). Results show that there was negative correlation between family overload and WFC. Just like work overload, family overload is expected to be related with stress and less time spent on work and personal life. Problems that emerged from family are expected to lead family to interfere with other domains.

Hypothesis 6: Family overload will be associated (positively) more strongly with FIW and FIP, compared to WIF, WIP, PIW, and PIF.

2.3. Psychological well-being

2.3.1. Depression

Psychological well-being covers both short-term and long-term mental functioning and includes both positive health (such as, positive affect and morale) and negative health (e.g., anxiety, depression and fatigue) (Brough, 2005). Therefore mental disorders like depression and anxiety disorders are under the dimensions of psychological well-being. Lapierre and Allen (2006) looked at decreased psychological well-being when people suffer WFC. In the study of Lapierre and Allen (2006) the hypothesis that interrole conflict between work and family increases anxiety and depression was supported. Other research also found that psychological well-being is negatively affected by work-family conflict (Allen, Herst, Bruck & Sutton, 2000).

As an indicator of psychological well-being mental health of employees were put into research. WFC leads to increase in depression level, which was higher for WIF than FIW (Allen et al., 2000). In the study of Steenbergen, Ellemer, and Mooijaart (2007) WFC explained 40% of the variance in depression symptoms. Allen et al. (2000), Major (2002), and Frone, Russell, and Barnes (1996) supported that WFC was an antecedent of depression among employees. The reason is that WFC makes the person feel that he/she can not fulfill family or work demands, and feels unsuccessful in the roles as a parent, spouse, or an employee. A research

conducted by Britt et al. (2005), took depression as an antecedent of WFC among with antecedents like work overload. The reverse causation between WFC and depression was supported by the results, and that draws attention to the causal directions of antecedents and consequences of WFC. In the present research we take depression as a consequence of WFC. It is suggested that perception of being unsuccessful to balance life demands will make the person feel down, therefore more likely to experience depression:

Hypothesis 7: Overall WFPC score will be positively associated with depression.

2.3.2. Anxiety

The study of Ford, Heinen, and Langkamer (2007) shows that anxiety level is positively correlated with increase in WIF and FIW. Frone (2000) also focused on psychiatric disorders and their relation with WFC. Gender difference was observed in the results where women have more anxiety problems than men, but both men and women suffered from anxiety when there is WFC (Frone, 2000). This study also showed that FIW is more related to anxiety than WIF. The reason as the author explains can be due to the difference between attributions of causes of the conflicts. People attribute problems of WIF to work conditions and can blame their employees, but people hold the self more responsible for FIW. However, there are other research stating that WIF is more correlated with anxiety than FIW (Brough, 2005; Burke, 1998). We propose WFPC is positively correlated with anxiety, since stress of WFPC will make the person suffer from anxiety more.

Hypothesis 8: Overall WFPC score will be positively associated with anxiety.

2.3.3. Burnout

A strong correlation was found between WFC and burnout in the literature (Kossek et al., 1999; Lingard et al., 2006). Burnout can be defined as a syndrome of emotional exhaustion, cynicism, and reduced personal accomplishment (Lingard & Francis, 2006). In the research of Allen et al. (2000) many consequences of WFC, like life satisfaction, marital satisfaction, somatic disorders, depression and burnout were studied. The strongest relation was between burnout and WIF in this study. This result was supported by Westman, Etzion, and Gortler (2004), Cinamon, Rich, and Westman, (2007), Burke and Greenglass (2001). Not being able to meet the demands of life domains is expected to make the person tired psychologically, so we hypothesize that WFPC will be associated with burnout.

Hypothesis 9: Overall WFPC score will be positively associated with burnout.

2.3.4. Life Satisfaction

Life satisfaction is another concept that research was conducted on. It is the degree to which individuals judge the quality of their lives favorably (Judge, Boudreau, & Bretz, 1994). People with high life satisfaction have more pleasure from life compared to people with low life satisfaction; therefore it is an important indicator of psychological well-being. Allen, et al. (2000) found that WIF and FIW

lead to low life satisfaction. Negative correlation between WFC and life satisfaction was got by other studies, too (Aryee et al., 2005, Steenbergen et al., 2007; Mesmer-Magnus, Viwesvaran, 2005). Kossek and Ozeki (1998) showed that all dimensions of work-family conflict had negative relationships with life satisfaction; they also found that this relationship was stronger for women than men. Netemeyer, Boles, & McMurrian (1996) found the relation was stronger with FIW. However, Adams, King, & King (1996), and Perrewe, Hochwarter, and Kiewitz (1999) found that the negative correlation between burnout and WFC was stronger with WIF. WFC is negatively correlated with life satisfaction, because the pleasure the person takes from life decreases when roles of two fundamental areas of life can not be fulfilled (Adam et al., 1996; Netemeyer et al., 1996). Likewise, in this study we expect life satisfaction to decrease when the employee is suffering from WFPC.

Hypothesis 10: Overall WFPC score will be negatively associated with life satisfaction.

Chapter 3

METHOD

3.1. Pilot Study

3.1.1. Interview about the Domain of Personal Life

Interviews were conducted to collect qualitative data about what people understood from doing something for the self, and what they do in this domain. In the interviews 16 working people, 10 females and 6 males participated. Mean of ages for males was $M= 33.3$ and for females it was $M= 35.1$. Data were collected from teachers, engineers, and white-collar workers. Demographic characteristics of the participants can be seen in Appendix A.

First question of the interview was “Are you able to do something for yourself apart from meeting family and work demands? If your answer is yes, what do you do, and how frequently? If your answer is no, what would you have liked to do?” All participants stated they were able to spend some time on personal life, but very rarely. The activities that were mentioned the most by both genders were watching television, and doing nothing but sitting on a couch whenever they got the opportunity. In addition to these activities males reported that they spent time on the internet, and did sports. Shopping was reported as an activity in the domain of personal life by 90% of females. Participants stated they spent time rarely on

personal life. For example frequency of watching television was changing from one to two hours a day. Frequencies of shopping and doing sports were ranging from once a week to once a month. Detailed information about frequencies and activities can be seen in Appendix B.

The second question asked for the demands which prevented people from spending time only for the self. Housework was stated by all female participants, whereas none of the males reported housework as a demand. Emotional and physical tiredness caused by work was stated by 90% of males, and it was the second most important demand for females. Childcare, spending time with parents and relatives were the third most listed demands. Males did not mention childcare as a demand that is preventing them from meeting the needs of personal life. Female participants also did not state childcare as the most time-consuming and prevalent demand, because most of them had children above the age of 16. Only one female participant had a child at the age of 4, and she said child care was the most time consuming demand in her life. Details of demands can be seen in Appendix C.

The last question asked how people felt when they could not do something for personal life. Feeling unhappy, burnout, depressed, aggressive, unproductive, restless, physically tired, and bored were the most common answers.

The interviews showed that working people can not spend time on personal life frequently. Most of them prefer doing nothing and taking a rest when they have some time apart from work and family. Indoor activities like watching television are

the most frequently cited, but other activities like going out for shopping and doing sports are hard to do regularly because of family and work demands. Gender differences are seen in the reported demands. Housework is the most importantly mentioned demand for women. For men, on the other hand, work demands like work hours is the main thing that prevented them from doing something for the personal life. The only participant who had a child under 6 said child care was the most time and effort consuming demand. Other participants with children did not mention child care as the most time consuming demand, so it shows the importance of the age of children.

3.1.2. Pilot Study

Pilot study was conducted with 30 employees to assess the reliability of adapted, translated and newly generated items. A 10-question survey was used to get feedback about the survey, including the clarity of instructions and questions, font style and size of the letters, and page set up of the survey (Appendix D). There was an open-ended recommendation part at the end of the feedback survey, which participants were expected to write extra comments. Positive feedback was received about the font style and size of the letters ($M= 4.1$, $SD= 0.7$), and clarity of the questions ($M= 4.7$, $SD= 0.7$) Mean score for the clarity of instructions was moderate, and there were some negative comments about the length of the instructions ($M= 3$, $SD= 1.3$). These comments were taken into account and necessary changes were made (Appendix F). Furthermore, some negative comments were received about the similarity of questions and the length of the survey. It was not possible to change

wording of the questions, and make the survey shorter, because the scales were scientifically validated and should be used as they were.

Thirty questionnaires were collected by snowball technique, using personal contacts. In the cover letter it was stated that the confidentiality of the participants will be assured. By email 25 questionnaires and 5 questionnaires by hand returned from participants living in Istanbul, Izmit and Izmir. Internal reliability scores of the measures can be seen in Table 3.1

As seen in Table 3.1 reliability of most of the measures were equal or above .60, which is the lower limit of the accepted reliability score (Nunally, 1978). Social desirability scale was the only scale that had a reliability score lower than .60 ($\alpha = .45$). The item “Bazen dedikodu yapmayı severim.” was suggested to be deleted. However, the item was kept considering that the scale would be tested with a larger sample.

3.2. The Main Study

3.2.1. Participants and Procedures

Data were collected from 448 employees from Istanbul, Izmit and Izmir. Participants were white-collar workers selected from different organizations, sectors, and positions to increase variance in study variables. The participants worked in sectors like education, medicine, law, service, marketing and production. All

Table 3.1*Internal consistencies (i.e. cronbach alpha) of study measures in the pilot study*

	<i># of items</i>	<i>α</i>	<i>α if item deleted</i>	Item suggested to be deleted
WFPC	26	.91		
WFC	10	.88		
-WIF	5	.86		
-FIW	5	.80		
-WIP	6	.93		
-FIP	6	.94		
-PIF	2	.83		
-PIW	2	.62		
Family overload	5	.86		
Family control	5	.68		
Work overload	5	.93		
Work control	5	.92		
Schedule flexibility	2	.68		
Depression	9	.80		
Burnout	9	.91		
Anxiety	21	.88		
Life satisfaction	5	.92		
Social desirability	7	.45	0.55	Bazen dedikodu yapmayı severim

participants were required to work actively either in an organization or their own businesses. Another requirement to be a participant was to have at least one child, because having a child and age of the child were indicators of family demands in this research. Being married was not a necessary requirement, and there was no restriction on the age of the child/children. Whether the child/children lived with his/her parents was not considered to be important, because mere existence of a child is a demand for the parent whatever the age of the child is and wherever the child lives. Employees with education level higher or equal to high school were selected to guarantee that the survey was understood and the survey questions reflected work and family experiences of the participants.

Participants were recruited in by three ways. First, personal acquaintances who were in the targeted group were asked to fill in the survey. As the second way, snowball technique was used. Personal contacts were informed about the aim and nature of the study. As the third way a private research firm helped to collect data. All participants received a book as a token of appreciation to participate in the study. The return rate of the surveys was 83%.

Surveys which were collected by snowball technique and using personal acquaintances were sent by email or given by hand. All surveys had a cover page attached to them (Appendix E). On the cover page confidentiality of the participants was assured. If the participants took the survey by hand, they were asked to return the survey in an envelope to the researcher or the acquaintance of the researcher who

gave it to them. Participants, who completed the surveys on the computer, were asked to send surveys to the email address of the researcher.

The private research firm was a reliable company which was a member of The World Association of Public Opinion Research (WAPOR), The European Society of Opinion and Market Research (ESOMAR), and The Turkish Association of Marketing and Public Opinion Research. Field workers of the company were trained beforehand by the researchers to whom and how to handout the surveys. Field workers gave out the surveys by hand, let the participants answer the questions on their own, and waited till surveys were completed. They checked whether the surveys were fully completed before leaving the site. The participants were asked to write their names and a phone number to be called back later for the purpose of controlling the field workers. It was stated that names and contact information would be used for no other purpose. Researchers attended four meetings where field workers were checked by calling the participants. For each field worker one third of the participants were called.

The research company collected 220 surveys, but 19 surveys were discarded due to errors occurred in the recruitment and data coding. For example, some participants used the 5 point Likert-type scale of the previous measure to answer depression measure which should have been coded from 0 to 3. By using snowball technique and acquaintances 247 surveys were received. The total response rate was %80. Therefore, a total number of 448 surveys were used in the analyses.

Table 3.2*Demographic characteristics of the participants*

Demographic Variable		
Age (years)	M	41.84
	SD	8.84
Gender (%)	Male	46.7
	Female	53.3
Marital Status (%)	Single	8
	Married	92
Education (%)	High School	28.6
	University	56.9
	Graduate	13.8
Number of Children	M	1.61
	SD	7.40
Age of the Child/Children (years)	M	11
	SD	8
Parent with Disabled Child/Children (%)		3
Type of workplace (%)	An Institution	83.5
	Own Business	16.5
Tenure in the occupation (years)	M	18.74
	SD	9.23

Table 3.2 cont'd

Demographic Variable		
Position at workplace (%)	Manager	44.4
	Non-manager	55.6
Work Schedule (%)	Part-time	8
	Full-time	92
Self-Reported SES (%)	Low	3.8
	Below middle	13.8
	Middle	58
	Above middle	20.3
	High	4
Position of the Spouse at work place (if married)	Manager	25.2
	Non-manager	35.9
	Not working	32.1

3.2.2. Measures

The survey consisted of a demographic section, and 11 scales. Demographic section consisted of age, gender, education, number of children, age of the youngest child, whether or not there was a child with disability, work schedule, position, tenure in the occupation, type of workplace (an institution or the participant's own workplace), marital status, and income group. If the participant was married, work schedule and position of the spouse were asked. In the last part of the demographic section whether or not mother, father, father-in-law, and mother-in law of the participant were alive, and whether or not they needed care were asked.

The scales in the survey were WFPC, work overload, job control, schedule inflexibility, family control, family overload, depression, anxiety, life satisfaction, burnout, and social desirability.

WFPC: WFPC scale in the current study consists of Work-Family Conflict Scale of Netemeyer, Boles, Mcmurrian (1996), and items generated by the researcher to measure WIP, FIP, PIW and PIF.

WFC scale of Netemeyer et al. (2000) was adapted to Turkish by Aycan and Eskin (2005). The scale had 10 items (5 WIF items, and 5 FIW items). Each item stated a condition where the person experiences role conflict between work and family lives. A five-point Likert-type scale (1= "strongly disagree" to 5= "strongly agree") was used to measure the items. Some example items were "My mind is

preoccupied with my family, because of the stress at home.”, “My work demands hold me back from meeting family demands”. The reliability of the FIW was $\alpha = .80$, and WIF was $\alpha = .86$ in the present study.

There were newly generated 6 WIP, 6 FIP, 2 PIW and 2 PIF items. “The demands of my work interfere with my personal life.” and “The amount of time my personal life takes up makes it difficult to fulfill my family responsibilities” are two examples of the generated items. Factor analysis results for WFPC scale were presented in Table 3.3.

Work overload: Work overload scale of Peterson et al. (1995) was translated into Turkish by Aycan (2006). The scale has 5 questions (e.g., My work load is too much.) and 6-point Likert-type scale was used, with 1= totally disagree and 6= totally agree. High scores indicated higher work overload. The reliability of the scale was $\alpha = .93$ in this study.

Job control: CFWW (used by Aycan, 2004) was used to measure job control of the participants. The scale had 5 items, and each item presented a statement where the person had control over work conditions (e.g. I can rearrange my daily work schedule if necessary.).

Table 3.3

Factor Analysis with varimax rotation

Items	Factor loadings				
	1	2	3	4	5
Factor 1: WIP					
WIP2: İşime ayırmam gereken zaman, kendimle ilgili ihtiyaç ve isteklerimi yerine getirmemi zorlaştırıyor.	.81	.20	.21	.14	.03
WIP3: Kendim için yapmak istediklerimi işimle ilgili sorumluluklardan dolayı bir kenara itmek zorunda kalıyorum.	.80	.18	.24	.17	.1
WIP1: İşimin gerekleri kendim için bir şeyler yapmama engel oluyor.	.77	.23	.25	.13	.07
WIP6: İşim yüzünden kendime zaman ayıramıyorum.	.73	.24	.29	.17	.08
WIP4: İşimle ilgili konular yüzünden üzerimde hissettiğim baskı, kendimle ilgili ihtiyaç ve isteklerimi yerine getirebilmeme engel oluyor.	.72	.21	.34	.17	.07
WIP5: İşim yüzünden kendimle ilgili ihtiyaç ve isteklerime dair planlarımı değiştirmek zorunda kalıyorum.	.67	.18	.33	.10	.01
Factor 2: FIP					
FIP4: Ev hayatım, kendimle ilgili ihtiyaç ve isteklerimi yerine getirmemi engelliyor.	.17	.84	.13	.12	.10
FIP5: Aile ile ilgili sorumluluklar yüzünden üzerimde hissettiğim baskı, kendi ihtiyaç ve isteklerimi yerine getirebilmemi engelliyor.	.20	.81	.11	.09	.04
FIP6: Ailem için harcadığım zaman kendim için zaman ayırmama engel oluyor.	.12	.78	.11	.08	.07
FIP3: Kendimle ilgili/kendim için yapmak istediklerimi eşimle ve ailemle ilgili sorumluluklardan dolayı yetiştiremiyorum.	.22	.77	.15	.16	.06
FIP2: Evdeki işlerime zaman ayırabilmek için kendimle ilgili şeyleri bir kenara itmek durumunda kalıyorum.	.26	.72	.11	.16	.07
FIP1: Ailemin talep ve beklentileri, kendim için bir şeyler yapmama engel oluyor.	.11	.72	.10	.21	.09
Factor 3: WIF					
WIF3: İşimle ilgili konular yüzünden üzerimde hissettiğim baskı, ailevi sorumluluklarımı yerine getirebilmeme engel oluyor.	.32	.16	.74	.19	.09
WIF4: İşimin gerekleri ev ve aile hayatıma engel oluyor.	.28	.19	.74	.20	.07
WIF2: Evde yapmak istediklerimi, işimin bana yüklediği sorumluluklardan dolayı bir kenara itmek zorunda kalıyorum.	.34	.15	.74	.19	.06
WIF1: İşime ayırmam gereken zaman, aile sorumluluklarımı yerine getirmemi zorlaştırıyor.	.32	.10	.73	.16	.04
WIF5: İşimle ilgili görevlerden dolayı aile planlarımı değiştirmek zorunda kalıyorum.	.35	.15	.57	.23	.12
Factor 4: FIW					
FIW3: İşte yapmak istediklerimi eşimle ve ailemle ilgili sorumluluklardan dolayı yetiştiremiyorum.	.15	.09	.17	.77	.24
FIW5: Aile ile ilgili konular yüzünden üzerimde hissettiğim baskı işimle ilgili sorumluluklarımı yerine getirebilmemi engelliyor.	.16	.21	.14	.73	.21
FIW4: Ev hayatım, işimle ilgili sorumlulukları (örn.; işe zamanında gelmek, günlük işlerimi yapmak, fazla mesaiye kalmak) yerine getirmeme engel oluyor.	.13	.19	.15	.68	.19
FIW2: Evdeki işlerime zaman ayırabilmek için işimle ilgili şeyleri bir kenara itmek durumunda kalıyorum.	.22	.09	.20	.68	.23
FIW1: Ailemin talep ve beklentileri, benim işle ilgili faaliyetler yapmama engel oluyor.	.15	.26	.25	.56	.15

Table 3.3 cont'd

<i>Items</i>	Factor loadings				
	1	2	3	4	5
Factor 5: PIW & PIF					
PIW1: Kendime ayırdığım zaman yüzünden işimle ilgili şeyleri bir kenara itmek durumunda kalıyorum.	.06	.05	.03	.26	.81
PIF2: Kendim için yaptığım şeyler yüzünden aile planlarımı değiştirmek zorunda kalıyorum.	.01	.12	.12	.17	.80
PIF1: Kendime ayırdığım zaman aile sorumluluklarımı yerine getirmemi zorlaştırıyor.	.02	.16	.11	.13	.78
PIW2: Kendim için yaptığım şeyler işimle ilgili sorumlulukları (örn.; işe zamanında gelmek, günlük işlerimi yapmak, fazla mesaiye kalmak) yerine getirmeme engel oluyor.	.11	.01	.01	.25	.76
Percentage of explained variance	38.3	11.2	9.3	4.7	3.8
Cronbach's alpha	.93	.94	.86	.80	.78

Items were scored with a six-point Likert-type scale (1=totally disagree, 6=totally agree). Higher scores indicated more job control. The scale had the reliability of $\alpha = .92$ in this study.

Schedule inflexibility: To measure schedule inflexibility, two items that were generated by Izraeli (1993) was used. The items were "It is usually difficult to change my working hours" and "There is a lot of flexibility in my working hours.". The correlation between these items was $r = .68$ in this study.

Family control: CFWW adapted from job control (used by Aycan, 2004) was used to measure family control. There were 5 items in the scale, and each item presented a statement where the person had control over family condition (e.g., I am pleased with the degree of my contribution to the decisions about my family life). Items were scored with a 6-point Likert-type scale (1=totally disagree, 6= totally agree). Higher scores indicated more family control. The scale had the reliability of $\alpha = .68$ in this study.

Family overload: Family overload scale of Peterson et. al (1995) was used to measure family overload. It was translated to Turkish by Aycan (2004). The scale had 5 item, and a 6-point Likert-type scale was used (1= totally disagree, 6= totally agree). An example item is "The amount of task I have to do prevent me from keeping the quality of the task." The scale had a reliability level of $\alpha = .86$ in this study.

Depression: Depression was measured by Becks's Depression Inventory (Beck, Rush, Shaw, & Emery, 1979). It was adapted to Turkish by Hisli (1988). A short version of the scale was used. The scale had 9 items. Example items are "I felt depressed" and "I was not able to focus to the work that I am busy with". The participants answered the the items considering how many days in the last week they felt as it was stated in the item. For example, they thought how many days in the last week they felt depressed. If the participant felt as it was stated in the item 1 to 2 days, he/she coded 1. If the participant was in the condition that was stated in the item 3 to 7 days, then he/she coded 2. The reliability of the scale was $\alpha = .87$ in this study.

Anxiety: Beck's Anxiety Inventory by Beck, Epstein, Brown, and Steer (1998) was used to measure the anxiety levels of the participants. It was adapted to Turkish by Ulusoy, Şahin, and Erkmén (1998). The inventory had 21 items, where symptoms of anxiety were listed. The participant was asked to rate the extend to which they suffered from these symptom considering the last week. A 4-point Likert type scale was used (0=never, 3= high extend). Higher scores indicated that the person suffered from higher anxiety. Example items of the test, which present anxiety symptoms, are "fear of death", and "difficulty in breathing". Cronbach alpha of the scale was .88 in this study.

Burnout: Ergin's Turkish adaptation of Maslach's Burnout Inventory (Maslach, & Jackson, 1981) was used to measure burnout in this study (Ergin, 1992). The original scale had 22 items. In this study, emotional exhaustion subscale with 9

items was used. The scale had a 5-point Likert-type scale from 0 to 4. An example item is “I feel my job is constraining me.” The reliability of the scale was $\alpha = .91$ in this study.

Life Satisfaction: To measure life satisfaction, Diener, Emmons, Larsen, and Griffin’s (1985) scale was used. The scale was adapted to Turkish by Köker (1991), with a reliability value of $\alpha = .87$ in this study. It had five items, and participants stated how much they agreed with each item by using a 6-point Likert-type scale (1= totally disagree and 6= totally agree). An example item is “If I could live my life over, I would change almost nothing.”. High scores indicated high life satisfaction.

Social Desirability:

Short form of Social Desirability scale that was developed by Crowne and Marlow (1964) was used. The scale had 7 items. Participants answered each item as True or False, and coded 0 for true statements and 1 for statements that were false for them. The Turkish version of the scale was used by Aycan and Eskin (2005). The reliability score for the scale is .45 in this study. However, because of low reliability the scale was not used in the statistics.

Chapter 4

RESULTS

The first purpose of the study was to explore the prevalence of each type of WFPC; and see which type was experienced to the highest and lowest extent. The second purpose was to investigate the relationship between work and family demands and all types of WFPC. The study also had the aim of understanding the relationship of types of WFPC with the psychological well-being. To test the first purpose, paired-samples t-test was used. In order to test the second and the third purposes, multiple regression and partial correlation analyses were carried out by using SPSS 16.0.

4.1 Descriptive findings

Prior to the test of hypothesized relationships, descriptive statistics for all study variables can be found in Table 4.1 together with the reliabilities, and intercorrelations among the study variables.

The results showed that PIF and PIW were the dimensions of WFPC with the lowest prevalence, whereas WIP and FIP were the dimensions with the highest prevalence. The overall WFPC score had a mean of $M=2.56$ and standard deviation

Table 4.1

Intercorrelations among the study variables

<i>Variables</i>	<i>Mean</i>	<i>SD</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>	<i>11</i>	<i>12</i>
1. WFPC	2.56	.88	(.91)	.47***	.44***	.73***	.74***	.82***	.80***	.50***	.15**	.19***	.54***	-.08
2. PIF	2.07	.89		(.83)	.68***	.24***	.41***	.18***	.24***	.18***	-.05	-.01	.17***	-.09
3. PIW	1.85	.83			(.62)	.16**	.45**	.18***	.19***	.19***	.04	.08	.14**	-.08
4. FIP	2.87	.92				(.94)	.41***	.48***	.40***	.27***	-.19***	-.17***	.61***	-.07
5. FIW	2.13	.79					(.80)	.44***	.50***	.28***	-.03	-.02	.34***	-.11**
6. WIP	2.95	.96						(.93)	.67***	.50***	-.14**	-.22***	.39***	-.03
7. WIF	2.69	.98							(.86)	.51***	-.13**	-.22***	.37***	-.01
8. Work overload	2.80	.97								(.93)	-.09	-.26***	.38***	.02
9. Job control	3.28	.79									(.92)	.23***	-.19***	.26***
10. Job Flexibility	2.49	1.06										(.68)	-.24***	-.07
11. Family overload	2.82	.94											(.86)	-.04
12. Family control	3.61	.69												(.68)
13. Age of the youngest child (years)	11	8												
14. Life satisfaction	3.57	.99												
15. Depression	.32	.26												
16. Burnout	1.39	.80												
17. Anxiety	.56	.47												
18. Age (years)	41.84	8.84												
19. Years of Education	14.25	2.49												
20. Number of children	1.61	.74												
21. Tenure (years)	18.74	9.23												

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

Table 4.1 (cont'd)

Variables	Mean	SD	13	14	15	16	17	18	19	20	21
1. WFPC	2.56	.88	-.20***	-.27***	.39***	.51***	.40***	-.23***	-.10*	-.05	-.23***
2. PIF	2.07	.89	-.10*	-.14**	.12*	.12*	.14**	-.15**	-.19***	.03	-.16**
3. PIW	1.85	.83	-.03*	-.09	.12**	.12**	.15**	-.11*	-.16**	-.03	-.18***
4. FIP	2.87	.92	-.19***	-.28***	.32***	.37***	.37***	-.21***	-.03	.12*	-.22***
5. FIW	2.13	.79	-.20***	-.12**	.23***	.25***	.22***	-.24***	-.10**	.10*	-.23***
6. WIP	2.95	.96	-.11**	-.21***	.32***	.48***	.32***	-.11*	-.03	-.02	-.10*
7. WIF	2.69	.98	-.14**	-.19***	.36***	.51***	.30***	-.16**	-.05	-.04	-.14**
8. Work overload	2.80	.97	-.01	-.18***	.37***	.50***	.29***	-.05	-.12**	-.03	-.02
9. Job control	3.28	.79	.14*	.30***	-.18***	-.24***	-.17***	.18***	.10*	.03	.18**
10. Job Flexibility	2.49	1.06	.08	.02	-.04	-.27***	-.06	.10*	-.01	.05	.10*
11. Family overload	2.82	.94	-.10*	-.25***	.30***	.41***	.30***	-.16*	-.09	.01	-.15**
12. Family control	3.61	.69	.06	.34***	-.18***	-.02	-.08	.01	.08	.11*	.03
13. Age of the youngest child (years)	11	8	-	-.01	-.04	-.11*	-.06	.80***	.12*	.10**	.67***
14. Life satisfaction	3.57	.99	-	(.92)	-.32***	-.25***	-.30***	.02	.13***	-.06	.07
15. Depression	.32	.26	-	-	(.80)	.44***	.50***	-.11*	-.12**	-.03	-.07
16. Burnout	1.39	.80	-	-	(.91)	.45***	.45***	-.16**	-.14**	-.06	-.18***
17. Anxiety	.56	.47	-	-	(.88)	(.88)	(.88)	-.13**	-.18***	.01	-.13*
18. Age (years)	41.84	8.84	-	-	-	-	-	-	.20***	.34***	.80***
19. Years of Education	14.25	2.49	-	-	-	-	-	-	-	-.08	.14**
20. Number of children	1.61	.74	-	-	-	-	-	-	-	-	.23***
21. Tenure (years)	18.74	9.23	-	-	-	-	-	-	-	-	-

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

of $SD=.88$. Among work overload, job control, and schedule inflexibility job control had the highest mean ($M=3.28$, $SD=.79$).

Intercorrelation scores showed that WFPC score was significantly correlated with all work and family demands except family control. The overall WFPC score was also correlated with depression, life satisfaction, anxiety and burnout.

Demographics were included in the analyses as control variables (i.e., age, gender, years of education, tenure, and number of children).

Age was significantly negatively correlated with all types of WFPC, which means that younger participants experienced more interference among three domains of life compared to older people. Also, age was significantly correlated with two work demands (i.e., schedule inflexibility and job control), and two family demands (i.e., family overload and age of the youngest child). Specifically, younger people suffered more from psychological problems compared to older people (i.e., depression, anxiety, and burnout).

Years of education was significantly negatively correlated with PIF, PIW, and FIW. Also, people with less education were more likely to have work overload and less likely to have job control than people with high education level. Years of education had only a small positive correlation with one of the family demands, which was age of the youngest child. Also, years of education was found to be correlated with all indicators of psychological well-being.

Number of children positively correlated with FIP and FIW. Therefore, people with more children rated higher on FIP and FIW dimensions than people with fewer children. This variable did not correlate with any of the work demands. It was found to have weak positive correlation with family control and age of the youngest child. Also, no significant correlation was found between number of children and burnout, depression, life satisfaction or anxiety.

Although not hypothesized, the relationship of categorical demographics-marital status, job position (manager or not) and spouses position (working or not)-with other variables were tested to see whether or not there is a need to control for these variables in the regression analyses. Analysis of variance (ANOVA) was run.

Marital status of the person (whether the participant is married or single) significantly related with only family overload ($F(1,446)=4.78, p<.05$) and work overload ($F=4.53, p<.05$). It did not have any relationship with any types of WFPC or any type of psychological well-being. Therefore, marital status was not controlled in the following analyses.

Being a manager or not was significantly related with only schedule inflexibility ($F(1,446)=9.37, p<.05$). Therefore, job position of the participant was not controlled in the following analyses.

Spouse's position was a variable with three categories; "manager", "not manager", and "my spouse is not working". Two categories "manager and "not

manager” were reduced to one variable which was “my spouse is working”.

Therefore, spouse’s position turned into a variable with two categories: “my spouse is working” and “my spouse is not working”. Spouse’s position was put into ANOVA and it was found to have a small number of significant relationships with other study variables. There was significant relationship between spouse’s position and WIF ($F(1,419) = 4.53, p < .05$) and spouse’s position and age of the youngest child ($F(1,419) = 8.75, p < .01$). As a result, spouse’s position was not controlled in the regression analyses.

4.2. Exploring the Prevalence of WIF, WIP, FIW, FIP, PIW, PIF

One of the aims of the study was to explore which type of WFPC was experienced to a greater extent. Means of WFPC types were presented in Table 4.1. To look at the differences between means we reluctantly conducted paired samples t-tests. Paired sample t-test is not used when different measures are compared; however there are also studies in the literature that conducted this test to explore certain patterns among different measures (Arthur, 2005; Tsai & Huang, 2008; Geurts et al., 2005). In fact, in our study our measures have been constructed in parallel forms as much as possible. Therefore, we used paired sample t-test to get some ideas about the differences among prevalence.

The results revealed that WIP was significantly higher than PIW ($t(447) = 51.84, p < .001$), PIF ($t(447) = 49.96, p < .001$), FIW ($t(447) = 27.70, p < .001$), and FIP ($t(447) = 1.96, p < .05$). Another series of paired samples t-tests compared the

mean of WIF with the mean of PIW, PIF, FIW, and FIP. The prevalence of WIF was higher than the prevalence of PIW ($t(447) = 47.60, p < .001$), PIF ($t(447) = 41.24, p < .001$), and FIW ($t(447) = 13.25, p < .001$). The mean of FIP was significantly higher than WIF ($t(447) = 13.65, p < .001$).

Further analysis was done to examine gender differences in terms of experienced WIF, WIP, FIW, FIP, PIW, and PIF. There were significant differences between males and females for WIP ($F(1,446) = 6.43, p < .05$), WIF ($F(1,446) = 5.24, p < .05$), and FIP ($F(1,446) = 4.34, p < .05$). Other types of WFPC did not show any significant difference across genders. Specifically, females experienced more WIP ($M = 2.99, SD = .90$), WIF ($M = 2.75, SD = .91$) and FIP ($M = 3.10, SD = .90$) compared to males experiencing WIP ($M = 2.89, SD = 1$), WIF ($M = 2.61, SD = 1$) and FIP ($M = 2.58, SD = .87$).

4.3. Hypothesis Testing

4.3.1 Testing the Relationship between Antecedents and Each Type of WFPC

In the present study, three work demands (i.e., work overload, job control and schedule inflexibility) and three family demands (i.e., family overload, family control, and age of the youngest child) were taken as the antecedents of WFPC.

Hypotheses 1 through 3 related to the relationship between work demands and WFPC types. In order to test these hypotheses, multiple regression analyses with entry method were conducted. Besides the demographics, the remaining 5

types of WFPC were controlled for. If regression was conducted for the relationship between WIF and work demands, then WIP, FIW, FIP, PIW, PIF were controlled for. Results of multiple regressions for work demands and WFPC types can be seen in Table 4.2.

Results showed that work overload was significantly positively related to WIF, WIP and PIW. The relationship between work overload and WIF was the strongest, followed by WIP and PIW. In Hypothesis 1 it was stated that work overload would be associated (positively) more strongly with WIF and WIP, compared to FIW, FIP, PIW and PIF. Therefore, data supported the hypothesis.

In Hypothesis 2, job control was expected to be associated (negatively) more strongly with WIF and WIP, compared to FIW, FIP, PIW, and PIF. No significant correlation between job control and WIP or WIF was found. Job control significantly negatively associated with only FIP. Data did not support Hypothesis 2.

Regression results for schedule inflexibility revealed that for people with high schedule inflexibility personal life interfered with work domain less, compared to people with low schedule inflexibility. In Hypothesis 3 a positive significant association was expected between schedule inflexibility and WIP and WIF. Regression results did not support Hypothesis 3, because an association was found only between schedule inflexibility and PIW.

Hypotheses 4 to 6 related to relationships between family demands and each type of WFPC. Table 4.2 presents the results of multiple regression analyses for family demands and WFPC types.

Hypothesis 4 stated that age of the youngest child would be associated (negatively) more strongly with FIW and FIP, compared to WIF, WIP, PIW and PIF. The analysis revealed that there was a positive association between age of the youngest child and PIW, that is, people who had older children experienced personal life inferring to work life to a higher extend. Age of the youngest child did not have any other significant correlation with other types of WFPC, therefore Hypothesis 4 was not supported.

In Hypothesis 5 family control was expected to be associated (negatively) more strongly with FIW and FIP, compared to WIF, WIP, PIW, and PIF. The data provided no support for Hypthesis 5, because family control did not show any significant association with any types of WFPC.

Hypothesis 6 proposed that family overload would be associated (positively) more strongly with FIW and FIP, compared to WIF, WIP, PIW, and PIF. The hypothesis was partially supported by the results. People with high family overload were more likely to experience FIP compared to people with low family overload. No significant association was found between family overload and FIW. Analyses have indicated that family overload was also associated with WIF positively, that is,

Table 4.2

Summary Regression Analysis for Work and Family Demands Predicting WIF, WIP, FIW, FIP, PIW, and PIF

	Criterion: WIF			Criterion:WIP			Criterion:FIW		
	Unstandardized β	S.E.	β	Unstandardized β	S.E.	β	Unstandardized β	S.E.	β
Controlled variables									
WIP	.47	.03	.56***	-	-	-	.06	.04	.09
WIF	-	-	-	.66	.05	.55***	.23	.04	.29***
FIW	.31	.10	.25***	.11	.07	.07	-	-	-
FIP	.01	.04	.02	.26	.04	.25***	.12	.03	.17***
PIW	-.29	.14	-.10*	.26	.17	.08	.70	.12	.30***
PIF	.27	.13	.10*	-.29	.15	-.10*	.14	.11	.06
Age	-.01	.03	-.03	.01	.04	.01	-.05	.03	-.11
Tenure	.01	.03	.01	.03	.04	.04	.01	.03	.01
Number of children	-.07	.23	-.01	.05	.30	.01	-.10	.15	-.08
Years of education	-.01	.07	-.01	.02	.08	.01	-.01	.06	-.01
Predictors									
Work overload	.20	.04	.20***	.22	.05	.19***	-.03	.04	-.04
Job control	-.03	.04	-.03	-.04	.05	-.03	.08	.04	.08
Schedule inflexibility	-.08	.08	-.04	-.11	.10	-.04	.12	.07	.06
Family control	.05	.05	.02	-.01	.06	-.01	-.08	.04	-.07
Family overload	.03	.05	.10*	-.03	.05	-.2	.07	.04	.08
Age of the youngest child	-.02	.03	-.03	-.02	.04	-.03	-.03	.03	-.05
R₂	.51			.53			.452		
R₂ Change	.04			.03			.02		
F	37.61			57.9			41.9		
F Change	6.03			4.45			2.42		

Note: * $p < .05$. ** $p < .01$. *** $p < .001$. Age, tenure, years of education, number of children and WFPC dimensions other than the criterion were controlled.

Table 4.2 (cont'd)

	Criterion: FIP		Criterion: PIW		Criterion: PIF	
	Unstandardized	S.E.	Unstandardized	S.E.	Unstandardized	S.E.
Controlled variables	β	β	β	β	β	β
WIP	.33	.05	.02	.01	-.03	.02
WIF	.03	.06	-.03	.02	.04	.02
FIW	.18	.07	.11	.02	.03	.02
FIP	-	-	-.03	.01	.04	.01
PIW	-.31	.17	-	-	.68	.04
PIF	.43	.15	.56	.03	-	-
Age	.03	.05	.03	.01	-.01	.01
Tenure	-.05	.04	-.03	.01	.01	.01
Number of children	-.27	.29	-.04	.07	.14	.11
Years of education	.11	.08	-.03	.02	-.05	.03
Predictors						
Work overload	-.10	.05	.03	.01	.01	.02
Job control	-.10	.05	.02	.02	-.02	.02
Schedule inflexibility	.03	.10	-.07	.03	-.04	.03
Family control	-.02	.06	-.01	.02	-.01	.02
Family overload	.55	.05	.01	.02	-.02	.02
Age of the youngest child	-.04	.04	.03	.01	-.01	.01
R₂	.48		.55		.51	
R₂ Change	.17		.02		.01	
F	24.74		60.14		55.64	
F Change	4.10		3.15		.87	

Note: * $p < .05$. ** $p < .01$. *** $p < .001$. Age, tenure, years of education, number of children and WFPC dimensions other than the criterion were controlled.

work life interfered with family life more when participants suffered from family overload.

A post hoc analysis was conducted to examine gender differences for relationships between antecedents and each type of WFPC. The moderating effect of gender was found for the relationship between work overload and WIF, and family overload and FIP. The results revealed that the relationship between work overload and WIF was significantly higher for females than males (Appendix G). Positive association between family overload and FIP was also higher for females compared to males (Appendix H)

4.3.2 Testing the Relationship between WFPC and Indicators of Psychological Well-Being

For the relationship between the overall WFPC score and indicators of psychological well-being (i.e., life satisfaction, depression, anxiety, and burnout) partial correlation analyses were conducted by controlling the effects of gender, age, and years of education. These demographics were controlled because they were found to be correlated significantly with WFPC and each type of psychological well-being. WFPC was significantly and positively correlated with depression, anxiety, and burnout, and negatively associated with life satisfaction. These results supported Hypothesis 7, 8, 9 and 10. The summary of results can be seen in Table 4.3.

Table. 4.3*Partial correlations of WFPC with Indicators of Psychological Well-Being*

Variables	Mean	SD	1	2	3	4	5
1. WFPC	2.57	.66	-	-	-	-	-
2. Life satisfaction	3.57	.99	-.12*	-	-	-	-
3. Depression	.32	.26	.18***	-.21***	-	-	-
4. Burnout	1.39	.80	.24***	-.13*	.27***	-	-
5. Anxiety	.56	.47	.22***	-.17**	.39***	.31***	-

Note: * $p < .05$. ** $p < .01$. *** $p < .001$. Age and gender and years of education were controlled

Even though it was not hypothesized, further analyses of multiple regression was conducted to see which type of WFPC is associated with which type of psychological well-being. Controlled demographics were age, gender, and years of education which were chosen looking at the correlation of these variables with WFPC dimension and types of psychological well-being. Table 4.4 presents a summary of the results.

The results revealed that FIP was significantly associated with all indicators of psychological well being. High level of FIP was associated with high levels of depression, burnout and anxiety, and low levels of life satisfaction. WIF was the second variable that had many significant correlations with the indicators psychological well-being. WIF was found to be positively correlated with depression, anxiety and burnout. Among indicators of psychological well-being,

burnout was the one that had significant relationship with four of the six types of WFPC. WIF, WIP, and FIP were related to high levels of burnout.

Post hoc analyses were conducted to examine gender differences for relationships between WFPC types and indicators of psychological well-being. The moderating effect of gender was found for the relationship between FIW and burnout. It was found that the positive association between FIW and burnout was higher for males compared to females (Appendix I).

The summary of all hypotheses is presented in Table 4.5.

Table 4.4

Summary Regression Analysis for WIF, WIP, FIW, FIP, PIW, and PIF and Indicators of Psychological Well-Being

	Criterion: Life Satisfaction			Criterion: Depression			Criterion: Burnout			Criterion: Anxiety		
	Unstandardized	S.E.	B	Unstandardized	S.E.	B	Unstandardized	S.E.	B	Unstandardized	S.E.	B
	β			β			β			β		
Controlled variables												
Age	-.01	.01	-.04	-.01	.01	-.01	-.01	.01	-.02	.01	.01	.01
Gender	.21	.10	.11*	.01	.02	.03	.18	.07	.11**	.10	.04	.11*
Years of Education	.05	.02	.12**	-.01	.01	-.10*	-.04	.01	-.12**	-.03	.01	-.16***
Predictors												
WIF	-.06	.07	-.06	.12	.03	.24***	.53	.08	.35***	.28	.13	.13*
FIW	.09	.08	.07	-.07	.03	-.01	-.16	.09	-.09	-.09	.14	-.04
WIP	-.07	.06	-.08	.03	.03	.06	.24	.07	.21***	.16	.11	.09
FIP	-.30	.05	-.28***	.08	.02	.18***	.23	.06	.13***	.51	.09	.25***
PIF	-.23	.18	-.08	-.05	.08	-.04	-.16	.22	-.04	-.21	.34	-.04
PIW	-.01	.19	-.01	.08	.09	.06	.24	.24	.06	.64	.37	.11
R2		.12			.18			.34			.21	
R2 Change		.01			.16			.05			.04	
F		7.57			14.31			32.26			14.70	
F Change		3.1			2.56			5.45			5.1	

Note: * $p < .05$. ** $p < .01$. *** $p < .001$. Age, gender and years of education were controlled.

Table 4.5*Summary of Hypotheses*

#	Hypothesis	Status
1	Work overload will be associated (positively) more strongly with WIF and WIP, compared to FIW, FIP, PIW and PIF.	S
2	Job control will be associated (negatively) more strongly with WIF and WIP, compared to FIW, FIP, PIW, and PIF.	NS
3	Schedule inflexibility will be associated (positively) more strongly with WIF and WIP, compared to FIW, FIP, PIW, and PIF.	NS
4	Age of the youngest child will be associated (negatively) more strongly with FIW and FIP, compared to WIF, WIP, PIW and PIF	NS
5	Family control will be associated (negatively) more strongly with FIW and FIP, compared to WIF, WIP, PIW, and PIF	NS
6	Family overload will be associated (positively) more strongly with FIW and FIP, compared to WIF, WIP, PIW, and PIF.	PS
7	Overall WFPC score will be positively associated with depression.	S
8	Overall WFPC score will be positively associated with anxiety	S
9	Overall WFPC score will be positively associated with burnout	S
10	Overall WFPC score will be negatively associated with life satisfaction.	S

Note: S: supported, NS: not supported, PS: partially supported

Chapter 5

DISCUSSION

In this study work-family conflict was expanded to WFPC, by adding the domain of personal life to the concept of work-family conflict. A scale measuring interferences among all three domains was presented. The model of Aycan et al. (2007) was taken as the basis of this study, where self was the third domain of life besides work and family life. Discussion of all the findings and hypothesis will be provided in the following section.

5.1. Discussion of Findings

5.1.1. Prevalence of WFPC Types

WFPC has six domains: work interference with family (WIF), work interference with personal life (WIP), family interference with work (FIW), family interference with personal life (FIP), personal life interference with work (PIW), and personal life interference with family (PIF). Prevalance of WFPC types were explored in the present study. Analyses showed that WIP and WIF were experienced more than other types of conflict with one exception, FIP was higher than WIF.

WIP and WIF were experienced more than almost all other types of WFPC. This can be explained in the light of previous research, which showed that WIF was experienced stronger than FIW (Adams, King, & King, 1996; Netemeyer, Boles, & McMurrian, 1996; Perrewe, Hochwarter, & Kiewitz, 1999, Steenbergen, Ellemers, & Mooijaart, 2007). These findings point out to the fact that people let work demands interfere with their family demands more than they let family demands get in the way of work demands. This is called the asymmetric permeability of boundaries (Pleck, 1977). Asymmetric permeability occurs, because people see work as a means to provide material needs of the family, and work demands may have the priority to be fulfilled (Rothbard & Edwards, 2003). Therefore, people are more likely to use family relations to decrease work stress, rather than reflecting their home-related problems to their coworkers and supervisors (Frone et al., 1992b).

The only exception was that FIP was higher than WIF. The reason underlying this exception might be that work is the most time-consuming part of our lives followed by family. As a solution to limited time, energy and resources to meet family demands, pressure from family might interfere with personal life instead of interfering with work life, because work domain is an area that has more strict rules and inflexible schedules compared to personal life.

In other words, just like work takes priority over family in terms of meeting the demands, family takes priority over personal life. If family demands have precedence over the needs of personal life, then family demands would be delayed

less than the needs of the self. People can sacrifice more from their personal life compared to sacrifice from family domain. This is why WIF is less than FIP. To summarize, we suggest that there can be an order of priority among domains of life. Work domain is the domain that interferes with other domains. The second most important domain is family life. Work interferes with family life, but family can not interfere with work life to the same extend. The domain that is exposed to the most interference is the personal life, because needs of personal life may not be seen as important as demands of family and work life.

Our findings showed that PIW and PIF had the lowest means. From these results we can concur that employees suppress their personal life needs, and give priority to demands of family and work. Interviews that were conducted in the pilot study provide some ideas as to why people do not do much for themselves (Appendix 3). Some interviewees said they felt guilty when they did something for the self instead of meeting family and work demands. Especially for women interviewees, child care and house work were obstacles for sparing time or finding energy for personal needs. Instead of taking some rest, spending time with children may be preferred. For both women and men, work is a place where rules are set strictly, therefore personal needs are expected to affect work domain less than vice versa. It is a small possibility that an employee would get out of work early for a personal need even when he/she can not do the same thing for a home related demand.

Gender difference across all types of WFPC was also explored in the present study. Females were found to be experiencing more WIF and WIP compared to males. Higher prevalence of WIF for females compared to males can be explained in the following way. As past research (Grönlund, 2007; Stoeva et al., 2002) and interviews of this study showed, females had more family demands compared to males. If we look at the amount of work demands there is not always a significant difference across genders (e.g., Aryee, Luk, Leung, & Lo, 1998). Although both genders have the same amount of work demands, males might have lower WIF, because there is less family demand which work can interfere with. Because of high amount of family demands, it is possible that females perceive more interference with family than men. Also, females experience more WIP than males according to the results. This finding can also be explained by the fact that family demands can be higher for females compared to males. There are two possible interferences of work domain: work can interfere with personal life or with family life. Family poses more demands for females than males (Stoeva et al., 2002). Therefore, females can not postpone family demands as much as males can.

5.1.2. Relationships of Family and Work Demands with WFPC Types

We hypothesized that all three work demands (i.e., work overload, schedule inflexibility and work control) will be associated more with work interference with other domains (i.e., WIF and WIP) than FIW, FIP, PIW and PIF.

Findings of relationship between work overload and all types of WFPC supported our hypothesis. Work overload was significantly more associated with WIF and WIP, than FIW, FIP, PIF and PIW.

As an other work demand, job control was suggested to be negatively associated with WIP and WIF more than FIW, FIP, PIW and PIF. This hypothesis was not supported. Job control was only negatively associated with FIP. A possible explanation is employees with low job control have more work demands because of strict work regulations compared to employees with high job control (Mauno et al., 2006; Taris et al., 2006). Therefore, work demands increase and, work domain interferes with family life. On the other hand family life has its own demands, too. Time and effort to meet family demands can be provided only if the individual makes sacrifices from his/her personal life, because family not does interfere with work life as work interferes with family. Therefore, family interferes with personal life, because it can not interfere with work life.

As the third work demand, schedule inflexibility was expected to be positively associated more with WIP and WIF compared to FIW, FIP, PIW, and PIF. The hypothesis was not supported; schedule inflexibility was not associated with WIP and WIF. There was a negative correlation between schedule inflexibility and PIW. That is when there is high schedule inflexibility personal life is interfering with work domain less compared to when there is low schedule inflexibility. In other words, if the schedule is flexible personal life interferes with work life more than

when the schedule is not flexible. One may speculate that when the schedule is flexible it might be more difficult for the employee to adjust his personal life activities, because of the freedom that is presented to the employee. When working hours are flexible, employee can spend more time for himself/ herself during the day than a person with inflexible schedule. Since there is not a strict rule of when to go and leave work, employee may neglect some work demands causing PIW to increase.

Family demands were hypothesized to be associated more with FIP and FIW compared to WIF, WIP, FIW, and FIP. In the study, three family demands- age of the youngest child, family control and family overload were examined.

Findings regarding the age of the youngest child did not support the hypothesis, because it was only associated with PIW in a positive way. That is, people who had older children experienced personal life interfering with work life to a higher extend than people with younger children. It is likely that people with older children can spare more time for themselves, and this may be associated with PIW (Netemeyer, Boles, & McMurrian, 1996). On the other hand, it is not plausible that employees with older children let personal life interfere with work life considering the fact that as children grow up family demands are expected to decrease, too. It would be more expected to see personal life interfering with family, instead of personal life interfering with work when age of the youngest child increases.

The relationship of family control with WFPC types did not reveal any significant relationship. Family control is a variable that is related to how and when the individual meets family demands. If there is family control, then the person can postpone home demands, and he/she has a say when a decision concerning him/her is being taken within the family (Aycan, 2004). However, family control was not associated with any of the WFPC types.

Family overload was hypothesized to be associated more with FIP and FIW compared to WIF, WIP, FIW, and FIP. The hypothesis was partially supported, since family overload was found to be positively correlated with FIP but not FIW. A person with a high family overload suffers from lack of time, support and other resources (Aryee et al., 1998; Britt et al., 2005). In a situation like this the person may still not let family demands affect work domain because family does not interfere with work as much as work interfere with family. Therefore, employee may choose not to do something for the self in order to get more time and energy to deal with family demands. This can be why family interfering with personal life is seen.

The study showed that among work demands, work overload was the strongest indicator of interferences among three domains. However, job control and schedule inflexibility had a few significant relationships with WFPC types. Work overload includes the concepts of job control and schedule inflexibility. If the employee does not have job control and schedule flexibility, then this leads to high work overload. In the regression analyses, the effects of schedule inflexibility and

job control were suppressed by work overload even though there were significant relationships in the zero-order correlations (see Table 4.1). A similar result was found between family demands and types of WFPC. Family overload was found to be the most significant indicator of WFPC. Family control and age of the youngest child had low number of significant relationships with WFPC types. When there is low family control and age of the youngest child is low, this would increase the demands of family and as a result, family overload would increase. Insignificant relationships of family control and age of the youngest child with WFPC types can be explained by the fact that family overload suppressed the impacts of other family demands on WFPC types

5.1.3. Relationship between WFPC and Indicators of Psychological Well-Being

Overall WFPC score was expected to be associated with indicators of psychological well-being. WFPC was found to be correlated negatively with depression, anxiety and burnout. Also it was negatively associated with life satisfaction as it was proposed in the hypothesis.

Post-hoc analyses were conducted to further investigate the relationship of each type of WFPC with psychological well-being. The results revealed that FIP was significantly associated with all indicators of psychological well being. High level of FIP was associated with high levels of depression, burnout and anxiety, and low

levels of life satisfaction. None of the other WFPC dimensions had this much association with the indicators of psychological well-being.

The finding that FIP is associated with all indicators of psychological well-being can be explained in the following way. As can be remembered, prevalence of WFPC showed that personal life does not interfere with other domains so much, but family and work domain interfere with personal life to the high extends. Also, in light of findings, we proposed that there can be an order of importance of domains when we consider meeting the demands. Work is the domain that has the priority over family life. Family has the priority over personal life. When FIP occurs, there may be an accumulation of distress, caused by WIF. In other words, individuals who experience WIF will end up spending more time on family. This will result in paying the least attention to one's personal life. This may be why FIP is associated with indicators of psychological well-being more than other types of WFPC. People put off their personal needs because of family and work demands; however results show that there is a cost associated with it. This finding emphasizes the importance of paying attention to personal life.

Among anxiety, depression, burnout and life satisfaction, burnout was the variable that was associated with WFPC types to the highest extend. People with high WIF, WIP, FIW, and FIP suffered more from burnout compared to people with low WIF, WIP, FIW and FIP. Therefore, we can infer that work interfering with personal life and family life, and family interfering with personal life makes it harder

for the person to psychologically bear the demands from different domains. It should be noticed that burnout was not associated with PIW and PIF, probably because prevalence of PIW and PIF were very low.

As a general overview of the findings, this study showed that personal life was the domain that had been undermined the most by the demands of work and family domains. Overload of work were found to predict WFPC types, whether it was work overload or family overload. Results showed that in order to meet work demands, individuals delayed family and personal needs. Family life, which can be considered as the second most important domain of our lives, was under the interference of work life; therefore a person who wanted to fulfill the needs of family life had to sacrifice the “self” domain. This succession of interferences negatively affected the psychological well-being of the individual.

5.2. Limitations of the Study and Suggestions for Future Research

One of the limitations of the study is that support from family and work are not included in the conceptual model of the study. Support from supervisor and colleagues are examples to support from work. Support of the spouse, relatives or hiring paid helper are examples to support from family. Many past research on WFC included supports in the research model to investigate the moderating role of them (Aryee et al, 1998; Adams et al. 1996, Lapierre et al., 2006). Moreover, Aycan et al. (2007) provides a model for future research. The model of Aycan et al. (2007) is an

expansive model including work family personal life demands, coping strategies, resources and supports from the three demands of life. In the future research, conceptual models that are closer to the Ayca et al.'s should be tested, and of course the model should be one day tested with all its components.

In this model, we focused on demands on work and family, but spending time on oneself should be considered as a part of demands in life. No personal needs and expectations were tested. Exaggerated responsibility feeling and high expectancies from the self can be examples of demands that one has from himself/herself. In order to measure these demands Type A personality can be assessed (Ayca et al., 2007). Adding questions like “Do you have hobbies?” or “How much time do you spend for yourself” can be added to the questionnaire, too.

The third limitation of the study is that the sample is very homogenous regarding family and work domains. More than 90% percent of the employees were full-time employees, and they had inflexible schedules. Apart from work characteristics, some other demographics which would affect WFPC were same, too. Majority of the subjects did not have child who need special care. Also information about care of the elderly was not taken into consideration. In the future research, employees who work part-time, have flexible schedule, or who spend time on special care of a person should be added to understand the effects of work and family demands better.

In future research, cross-cultural aspect of WFPC should be investigated. In collectivistic cultures like Turkey family life can be more important than personal life. Also in collectivistic cultures organization life can be more important than the self. On the contrary, in the individualistic cultures, self is more important than norms and values of the group. The space that personal domain covers compared to other domains would be probably different between collectivistic and individualistic cultures. Which domains have priorities over which should be studied in individualistic cultures. After that, comparison of that culture with collectivistic cultures can be done.

5.3. Scientific and Practical Contributions of the Findings

The findings of study have both scientific and practical contributions. As the main scientific contribution, it is one of the few studies to add personal life to the concept of work-family conflict. When personal life is added, conflicts that a person goes through, antecedents of these conflicts and consequences of them were better framed. In this study, work and family demands (e.g., work overload, family control) were taken as the antecedents, however in previous research only time demands were taken as the antecedents of family-to-work conflict and personal benefit activities-to-work conflict (O'Driscoll et al., 2008). Four indicators of psychological well-being (e.g., depression, life satisfaction) were taken as the consequences of WFPC. Relationship between all WFPC types and all four indicators were studied, which

was not studied before. Also there was a gap in the literature for measuring interferences between personal life, work and family. With the adaptation of WFC scale of Netemeyer et al. (2000), an appropriate measure of WFPC was proposed.

With our study, which type of interference was experienced to the most and least extend was presented. The most prevalent interferences turned out to be WIF and WIP. PIW and PIF had the smallest prevalence. These findings showed personal life as the domain that was ignored the most. Not only the prevalence of WFPC types but the factors that lead to WFPC were studied, too. It was seen which specific demands correlated with which type of conflict. Finally, we were able to see that there were variables other than FIW and WIP, which lead to burnout, depression, anxiety and life satisfaction. All these results reveal that personal life is a domain that has important psychological implications, and in the future research for studying the well-being of a person it should be taken into account together with family and work life.

If in this study personal life domain was not added, many of the questions would remain unanswered. For example, no association between family overload and FIW was found. When work domain was not affected, one would say family overload has no detrimental effects on the life of a person. By adding personal life to the study we know that even if work life is not affected by family overload, there is the personal life of a person that should be considered in order to bring further explanations to the results.

The findings are also expected to make practical contributions. In order to decrease WFPC, organizations can focus on work demands that found to have the most significant impacts on WFPC. Work overload was one of the most significant antecedents of WFPC, therefore organizations should make regulations to decrease it, otherwise WFPC and further negative consequences of psychological well-being can be seen. Companies can widen the ranges of their policies by adding policies that consider personal life, too. Also, nature of the work can be changed to a more flexible one. Schedule flexibility may not be possible for all kinds of jobs and organizations, but principles to increase the control of employee over work tasks can be regulated. Results also show that people should meet the needs of the self as well as family and work demands. Therefore, not only employers but the employee himself/herself should realize that there are some responsibilities that the person has to fulfill for the self. Results showed FIP was associated with burnout, anxiety, depression and life satisfaction. Putting family before personal needs, and to see hobbies and personal needs as a luxury has detrimental effects on psychological well-being. For the sake of the family, every parent makes sacrifices by sparing the time and effort to the children and spouses. However, one should not forget without psychological well-being a happy work life and family life is not possible.

APPENDICES

Appendix A

Demographics of the interviewees.

	Males (N=6)	Females (N=10)
Age	M= 33.3 SD=2.4	M=35.1 SD=3.1
Education level		
College	4	6
Graduate school	2	4
Tenure	M=12 SD=2.1	M= 7.6 SD=2.6
Overtime work		
Always	1	2
Sometimes	4	4
Rarely	1	3
Never	0	1
Staying shifts at work		-
Usually	-	1
Never	6	9
Job require traveling		
Never	4	7
Sometimes	2	3

Appendix A (con't)

	Males (N=6)	Females (N=10)
<i>Married</i>	1	9
Participants who had a child	2	4
Number of children	M=1	M=2

Appendix B

Personal life activities

Activity	Male (N=6)	Female (N=10)	Frequency
Meeting with friends	5	5	In the weekends, once or twice a month
Watching TV	6	9	1-3 hours a day, in the weekends
Doing nothing, sitting, watching other people passing outside	6	9	1 hour a day, sometimes 5 minutes a day, whenever the opportunity
Reading book, reading a magazine	3	6	1 hour a day, before sleep, once a month
Going to cinema, theatre	3	4	Once in two month, once a month
Surfing on the internet, playing computer games	6	2	Once or twice a week, 1-3 hours a day
Sports	6	5	In the weekends, once a month
Listening to music	2	3	Whenever I find the opportunity
Shopping	-	9	Once a week, once a month
Personal care (going to hairdresser, care at home)	-	1	Once a month, once a week.

Appendix C

Demands that prevent people from doing something for their personal lives

Demands	Males (N=6)	Females (N=10)
Work hours and work overload	5	8
Housework	-	10
Financial demands	3	4
Personality		
Being indolent	2	-
Guilt of spending time on self	4	2
Childcare	-	4
Visiting relatives	2	4
Demands of parents:		
Health problems	4	3
Visiting parents	2	4

Appendix D**Feedback Questionnaire**

Anketimiz hakkında ne düşünüyorsunuz?

1 2 3 4 5

Hiç Katılmıyorum Kararsızım Katılıyorum Tamamen
Katılmıyorum Katılıyorum

- ___ 1. Bölüm başlarında yer alan açıklamaları anlamakta zorlanmadım.
- ___ 2. İfadelerin dili açık ve anlaşılırdır. (Lütfen varsa düzeltmelerinizi maddeler üzerinden gösteriniz.)
- ___ 3. Anketi lise ve üstü eğitim seviyesindeki çalışanların rahatlıkla yapabileceğine inanıyorum.
- ___ 4. Soru sayısı uygundur.
- ___ 5. Sayfa düzenlemesi uygundur.
- ___ 6. Yazı formatı ve büyüklüğü uygundur.
- ___ 7. Anketi doldururken sıkılmadım.

Appendix D (cont'd)

___ 8. Anketi doldururken keyif aldım.

___ 9. Anketin iş hayatı ve sosyal hayattaki deneyimler konusunda hemen hemen her şeyi kapsadığını düşünüyorum.

___ 10. Anketi _____ dakikada tamamladım.

Lütfen önerilerinizi detaylı olarak yazınız

APPENDIX E

The Cover Letter Of The Survey

İŞ HAYATINDAKİ DENEYİMLER ARAŞTIRMASI

Sayın katılımcı,

Koç Üniversitesi Psikoloji Bölümü yüksek lisans öğrencileri Ayça Atik ve Hilal Esra Erkovan'ın tezi kapsamında olan bu anket, iş hayatı ve sosyal hayattaki deneyimleri incelemeyi amaçlamaktadır.

🌱 Bu anketi neden doldurmak isterim?

- 🌱 Bu tür anketler kişinin kendisini tanımasına yardımcı olur.
- 🌱 Anketi tamamladığınızda size teşekkürümüzün bir ifadesi olarak “Hayat Dengesi: İş, Aile ve Özel Hayatı Dengeleme Sanatı” isimli kitabı hediye edeceğiz.

🌱 Bu anketi doldurmak için uygun muyum?

- 🌱 Bir işte tam zamanlı çalışıyorsanız ve en az bir çocuğunuz varsa uygunsunuz.

🌱 Bu anketi nasıl doldurmalıyım, doldurduktan sonra ne yapmalıyım?

- 🌱 Bu anketi eksiksiz doldurmalısınız.
- 🌱 Anketi doldurduktan sonra, beraberinde verilen zarfın içine koyup, zarfı kapatınız. Kapattığınız zarfı size anketi veren kişiye teslim ediniz. Eğer anketi bilgisayarda doldurduysanız ayatik@ku.edu.tr ve herkovan@ku.edu.tr eposta adresine gönderiniz.

APPENDIX E (con't)**Anket hakkında;**

- Anketi cevaplandırırken, hiçbir yere isminizi ve çalıştığınız kurumun ismini yazmayınız.
- Anketten elde edilecek bilgiler, yalnızca bilimsel amaçlarla kullanılacak, kesinlikle hiçbir kişi veya kurumla paylaşılmayacaktır.
- Hiçbir sorunun doğru veya yanlış cevabı yoktur. **Sizin içtenlikle vereceğiniz cevaplar bizim için en yararlı olanlardır.**
- Anket toplam 9 sayfadır. Anketin cevaplanmasında süre sınırlaması yoktur. Anketin doldurulması yaklaşık 15-20 dakika sürmektedir.
- Bu araştırmaya katılımınız gönüllüdür.

Araştırmaya katıldığınız için yürekten teşekkür ederiz!

Ayça Atik, Hilal Erkovan

Tez Danışmanı:

ayatik@ku.edu.tr, herkovan@ku.edu.tr

Prof. Dr. Zeynep AYCAN

APPENDIX F**Research Surveys****BÖLÜM 1:**

Lütfen aşağıdaki ölçekteki sayılardan sizi uygun olanı cümlelerin başındaki boşluklara yazınız.

1	2	3	4	5
Kesinlikle katılmıyorum	Katılmıyorum	Ortadayım	Katılıyorum	Kesinlikle katılıyorum

___ 1. İşime ayırmam gereken zaman, aile sorumluluklarımı yerine getirmemi zorlaştırıyor.

___ 2. Evde yapmak istediklerimi, işimin bana yüklediği sorumluluklardan dolayı bir kenara itmek zorunda kalıyorum.

___ 3. İşimle ilgili konular yüzünden üzerimde hissettiğim baskı, ailevi sorumluluklarımı yerine getirebilmeme engel oluyor.

___ 4. İşimin gerekleri, ev ve aile hayatıma engel oluyor.

___ 5. İşimle ilgili görevlerden dolayı aile planlarımı değiştirmek zorunda kalıyorum.

___ 6. Ailemin talep ve beklentileri, benim işle ilgili faaliyetler yapmama engel oluyor.

___ 7. Evdeki işlerime zaman ayırabilmek için işimle ilgili şeyleri bir kenara itmek durumunda kalıyorum.

___ 8. İşte yapmak istediklerimi, eşimle ve ailemle ilgili sorumluluklardan dolayı yetiştiremiyorum.

___ 9. Ev hayatım, işimle ilgili sorumlulukları (örn.; işe zamanında gelmek, günlük işlerimi yapmak, fazla mesaiye kalmak) yerine getirmeme engel oluyor.

___ 10. Aile ile ilgili konular yüzünden üzerimde hissettiğim baskı, işimle ilgili sorumluluklarımı yerine getirebilmemi engelliyor.

BÖLÜM 2

Bildiğiniz gibi hayat işteki, ailedeki ve kişisel yaşamdaki talepleri karşılamakla geçiyor. Aşağıdaki soruların bir kısmı kişinin kendisiyle ilgili veya kendisi için yaptığı bazı faaliyetleri göz önüne alarak cevaplandırılmalıdır. **“Ben kendim için ne yapıyorum?”** sorusunun cevabı örneğin şöyle olabilir:

- hobilerle uğraşmak
- spor yapmak
- kitap okumak
- hiçbir şey yapmadan dinlenmek
- düzenli sağlık kontrollerine gitmek
- arkadaşlarla biraraya gelmek
- kendiniz için yaşam sigortası yaptırmakla uğraşmak
- maça gitmek
- cilt bakımı yaptırmak gibi pek çok aktiviteyi **yalnızca** kendi ihtiyaç ve isteklerinizi gidermek için yapıyor olabilirsiniz. İşte bunlar *kendiniz* için yaptığınız şeylerdir. Aşağıdaki soruları okurken bu çerçevede değerlendirme yapmanızı rica ediyoruz.

1	2	3	4	5
Kesinlikle katılmıyorum	Katılmıyorum	Ortadayım	Katılıyorum	Kesinlikle katılıyorum

- ___ 1. İşimin gerekleri, kendim için bir şeyler yapmama engel oluyor.
- ___ 2. İşime ayırmam gereken zaman, kendimle ilgili ihtiyaç ve isteklerimi yerine getirmemi zorlaştırıyor.
- ___ 3. Kendim için yapmak istediklerimi, işimle ilgili sorumluluklardan dolayı bir kenara itmek zorunda kalıyorum
- ___ 4. İşimle ilgili konular yüzünden üzerimde hissettiğim baskı, kendimle ilgili ihtiyaç ve isteklerimi yerine getirebilmeme engel oluyor.
- ___ 5. İşim yüzünden kendimle ilgili ihtiyaç ve isteklerime dair planlarımı değiştirmek zorunda kalıyorum.
- ___ 6. İşim yüzünden kendime zaman ayıramıyorum.



- ___ 7. Ailemin talep ve beklentileri, kendim için bir şeyler yapmama engel oluyor.
- ___ 8. Evdeki işlerime zaman ayırabilmek için kendimle ilgili şeyleri bir kenara itmek durumunda kalıyorum.
- ___ 9. Kendimle ilgili/kendim için yapmak istediklerimi, eşimle ve ailemle ilgili sorumluluklardan dolayı yetiştiremiyorum.
- ___ 10. Ev hayatım, kendimle ilgili ihtiyaç ve isteklerimi yerine getirmemi engelliyor
- ___ 11. Aile ile ilgili sorumluluklar yüzünden üzerimde hissettiğim baskı, kendi ihtiyaç ve isteklerimi yerine getirebilmeme engelliyor.
- ___ 12. Ailem için harcadığım zaman, kendim için zaman ayırmama engel oluyor.



- ___ 13. Kendime ayırdığım zaman, aile sorumluluklarımı yerine getirmemi zorlaştırıyor.
- ___ 14. Kendim için yaptığım şeyler yüzünden aile planlarımı değiştirmek zorunda kalıyorum.
- ___ 15. Kendime ayırdığım zaman yüzünden işimle ilgili şeyleri bir kenara itmek durumunda kalıyorum.
- ___ 16. Kendim için yaptığım şeyler, işimle ilgili sorumlulukları (örn.; işe zamanında gelmek, günlük işlerimi yapmak, fazla mesaiye kalmak) yerine getirmeme engel oluyor.

BÖLÜM 3

Lütfen aşağıdaki ölçekteki sayılardan sizi uygun olanı cümlelerin başındaki boşluklara yazınız.

1	2	3	4	5
Kesinlikle katılmıyorum	Katılmıyorum	Ortadayım	Katılıyorum	Kesinlikle katılıyorum

EVİMDE:

- ___ 1. Rollerimin bir kısmını azaltmaya ihtiyacım var.
- ___ 2. Üstlendiğim rolün fazla geldiğini hissediyorum.
- ___ 3. Bana çok fazla sorumluluk yükleniyor.
- ___ 4. İş yüküm çok ağırdır.
- ___ 5. Evde yapmak zorunda olduğum işin miktarı, iş kalitesini korumama engel oluyor.
- ___ 6. Evde benimle ilgili olaylar üzerinde etkim vardır.
- ___ 7. Aile yaşantımı etkileyen kararlara olan katkımın derecesinden memnunum.
- ___ 8. Günlük programımda, eğer gerekiyorsa değişiklik yapabilirim.
- ___ 9. Aile hayatımda verdiğimin karşılığını tam olarak alıyorum.
- ___ 10. Evde işlerin nasıl yürütüleceğinden tamamen ben sorumluyumdur.

1	2	3	4	5
Kesinlikle katılmıyorum	Katılmıyorum	Ortadayım	Katılıyorum	Kesinlikle katılıyorum

İŞİMDE:

- ___ 1. Rollerimin bir kısmını azaltmaya ihtiyacım var.
- ___ 2. Üstlendiğim rolün fazla geldiğini hissediyorum.
- ___ 3. Bana çok fazla sorumluluk yükleniyor.
- ___ 4. İş yüküm çok ağırdır.
- ___ 5. Yapmak zorunda olduğum işin miktarı iş kalitesini korumama engel oluyor.
- ___ 6. İş saatlerimi değiştirmek genellikle zordur.
- ___ 7. İş saatlerim oldukça esnektir.
- ___ 8. İşyerinde benimle ilgili olaylar üzerinde etkim vardır.
- ___ 9. İşimi etkileyen kararlara olan katkımın derecesinden memnunum.
- ___ 10. Günlük çalışma programımda eğer gerekiyorsa değişiklik yapabilirim.
- ___ 11. Emegimin karşılığını maddi ve manevi anlamda tam olarak alıyorum.
- ___ 12. İşimin nasıl yapılacağından tamamen ben sorumluyumdur.

BÖLÜM 4

Lütfen aşağıdaki ifadeleri ölçeğin 6'lı ölçek olduğunu göz önüne alarak yanıtlayınız.

1	2	3	4	5	6
Kesinlikle katılmıyorum	Katılmıyorum	Biraz katılmıyorum	Biraz katılıyorum	Katılıyorum	Kesinlikle katılıyorum

- ___ 1. Çoğu yönüyle hayatım ideale yakındır.
- ___ 2. Hayat koşullarım mükemmeldir.
- ___ 3. Hayatımdan memnunum.
- ___ 4. Şimdiye kadar hayattan istediğim önemli şeyleri elde etmiş durumdayım.
- ___ 5. Hayatımı tekrar en baştan yaşama şansım olsaydı, neredeyse hiçbir şeyi değiştirmezdim.

BÖLÜM 5

Lütfen her cümlenin başındaki boşluğa 0 veya 1 yazınız.

0= hiçbir zaman ve ara sıra arası (1-2 günden az)

1= ortalama bir zaman süresi ve çoğu zaman arası (3-7 gün)

Geçen hafta içinde:

- ___1. Genelde sizi rahatsız etmeyecek şeylerden rahatsız oldunuz.
- ___2. Arkadaşlarınızın ve ailenizin yardımlarına rağmen kafanızdaki sıkıntıları atamadığınızı hissettiniz.
- ___3. Kafanızı yaptığınız işe vermekte zorlandınız.
- ___4. Kendinizi depresif hissettiniz.
- ___5. Yaptığınız her şey size zor geldi.
- ___6. Uykunuz sizi dinlendirmede.
- ___7. Mutluydunuz.
- ___8. Hayattan zevk aldınız.
- ___9. Kendinizi üzgün hissettiniz.

BÖLÜM 6

Lütfen aşağıdaki ifadeleri yanıtlamak için aşağıdaki ölçeği kullanınız.

0	1	2	3	4
Hiçbir zaman	Çok nadir	Bazen	Çoğu zaman	Her zaman

- ___1. İşimden soğuduğumu hissediyorum.
- ___2. İş dönüşü kendimi ruhen tükenmiş hissediyorum.

- ____3. Sabah kalktığımda bir gün daha bu işi kaldıramayacağımı hissediyorum.
- ____4. Bütün gün insanlarla uğraşmak benim için gerçekten çok yıpratıcı.
- ____5. Yaptığım işten tükendiğimi hissediyorum.
- ____6. Yolun sonuna geldiğimi hissediyorum.
- ____7. İşimde çok fazla çalıştığımı hissediyorum.
- ____8. Doğrudan doğruya insanlarla çalışmak bende çok fazla stres yaratıyor.
- ____9. İşimin beni kısıtladığını hissediyorum.

BÖLÜM 7

Aşağıdaki ifadeler hakkında ne düşünüyorsunuz? Eğer bir ifade sizin düşüncenize uyuyorsa yanındaki boşluğa “1”, uymuyorsa “0” yazınız. (Doğru: 1, Yanlış: 0).

- ____1. Sorunu olan birisine yardım etmede *asla* tereddüt etmem.
- ____2. *Hiçbir zaman* isteyerek birisini üzecek birşey söylemedim.
- ____3. Birşeylerden kurtulmak için *bazen* hasta rolü oynadığım oldu.
- ____4. Başkalarını kullandığım *anlar* olmuştur.
- ____5. Kiminle konuşursam konuşayım, *daima* iyi bir dinleyiciyimdir.
- ____6. Sevmediğim insanlar da dahil herkese karşı *ber zaman* kibar ve dostaneyimdir.
- ____7. *Bazen* dedikodu yapmayı severim.

BÖLÜM 8

Lütfen her maddeyi dikkatle okuyunuz. Daha sonra, her maddedeki belirtinin bugün dahil son bir haftadır sizi ne kadar rahatsız ettiğini aşağıdaki ölçekten yararlanarak yanıtlayınız.

3. Eğitim düzeyiniz; en son tamamladığınız eğitim seviyesi:

4. Kaç çocuğunuz var? _____

5. Çocuklarınızın yaşlarını belirtiniz.

_____, _____, _____, _____, _____.

6. Özel ihtiyaçları olan/engelli olan çocuklarınız var mı? ___ evet ___ hayır

7. Çalışma programınız: ___ tam zamanlı ___ yarı zamanlı

8. Pozisyonunuz nedir? ___ yönetici ___ yönetici değil

9. Kaç yıldan beri çalışma hayatı içindesiniz? ___ yıl (eğer 1 yıldan azsa ___ ay)

10. İş yeriniz : ___ kendi işim ___ bir kurumda çalışıyorum.

11. Evli misiniz? ___ Evet ___ Hayır (Cevabınız “hayır” ise Soru 14’e geçiniz)

12. Eşiniz ne tip bir işte çalışıyor? ___ yönetici ___ yönetici değil
___ eşim çalışmıyor

(Cevabınız “eşim çalışmıyor” ise Soru 14’e geçiniz)

13. Eşinizin çalışma programı nedir? ___ Tam zamanlı ___ Yarı zamanlı

14. Ülkenizdeki ortalama gelir düzeyini düşündüğünüzde, kendi ailenizin toplam gelirini hangi gelir grubunda görürsünüz?

___ alt gelir grubu

___ ortanın altı gelir grubu

___ orta gelir grubu

___ ortanın üstü gelir grubu

___ üst gelir grubu

15. Hayatta olan ve/veya bakıma ihtiyacı olan tüm akrabalarınızı işaretleyiniz:

	Hayatta	Bakıma ihtiyacı var
Anne	___	___
Baba	___	___
Kayınvalide	___	___
Kayınpeder	___	___

ANKETÖRÜ KONTROL ETMEK AMACIYLA İSİM SOYAD VE TELEFONUNUZU YAZMANIZI RİCA EDERİZ. BU BİLGİLER BAŞKALARIYLA PAYLAŞILMAYACAK VE BAŞKA BİR AMAÇLA KULLANILMAYACAKTIR.

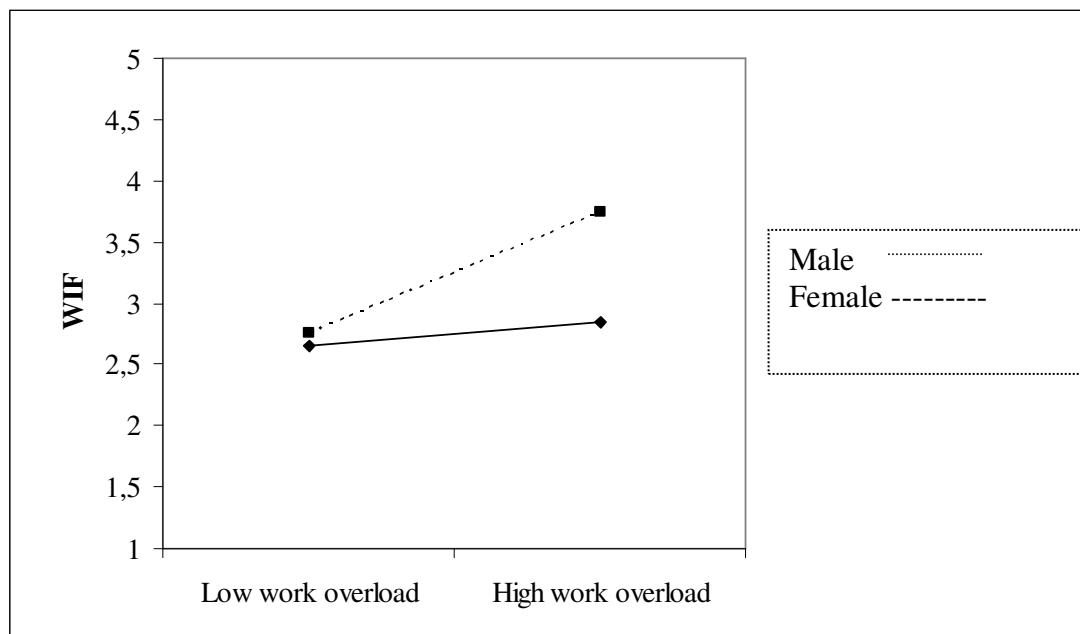
Ad Soyad:

Size Ulaşabilceğimiz Telefon:

ARAŞTIRMAMIZA KATKIDA BULUNDUĞUNUZ İÇİN TEŞEKKÜR
EDERİZ :)

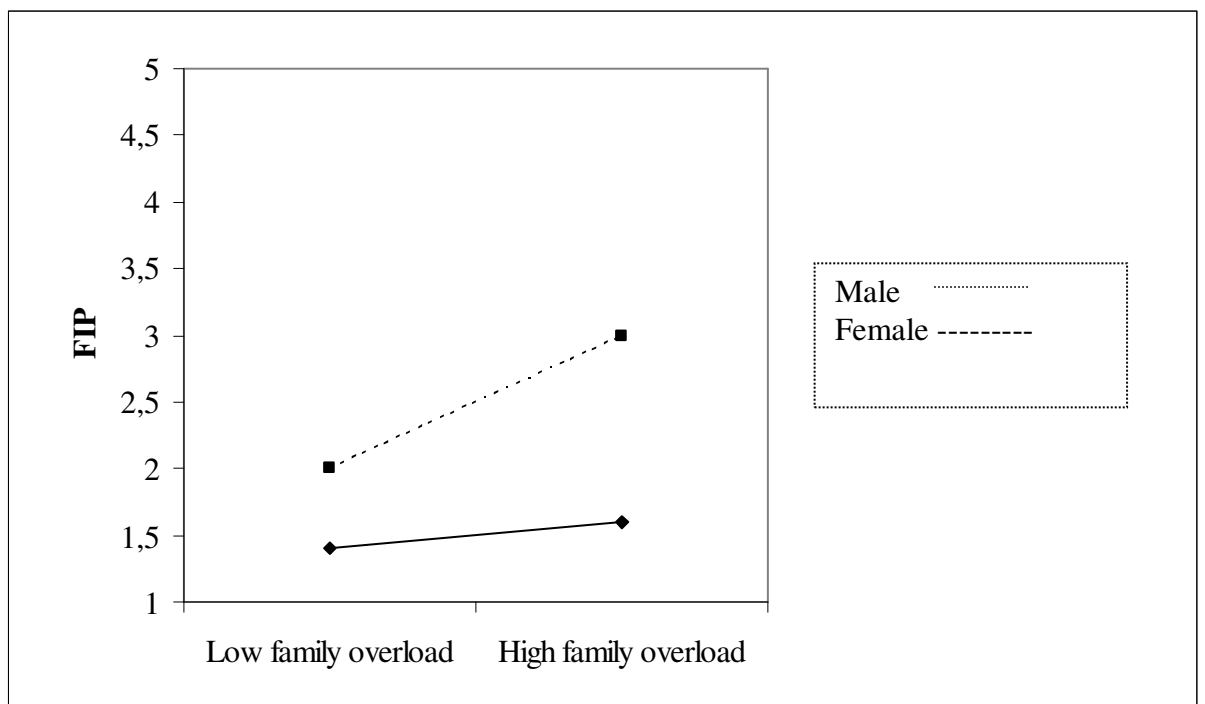


APPENDIX G

Moderating effect of gender on the relationship between work overload and WIF

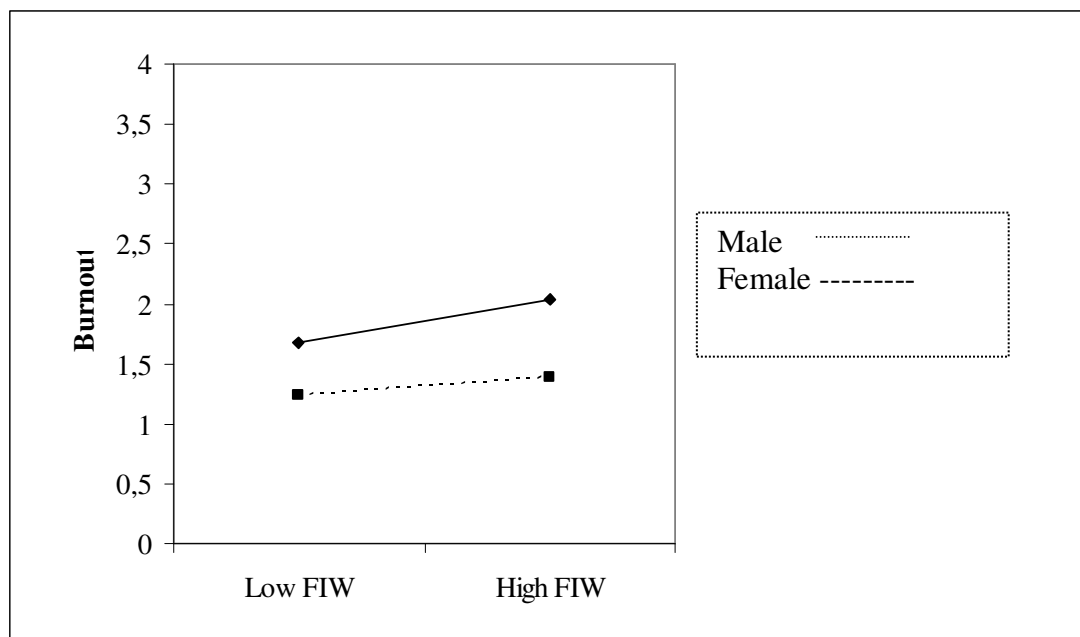
APPENDIX H

Moderating effect of gender on the relationship between family overload and FIP



APPENDIX I

Moderating effect of gender on the relationship between FIW and burnout.



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