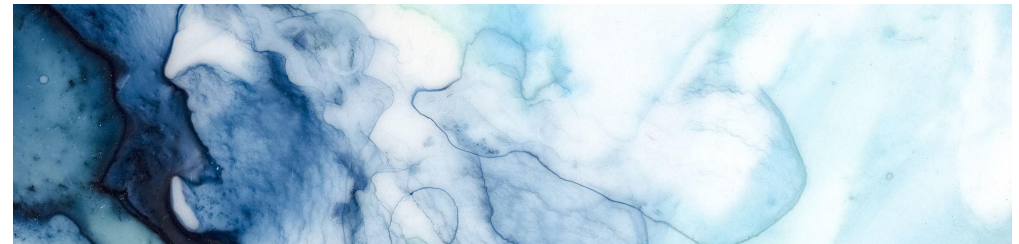




2023 Research

By Terreca DeFehr

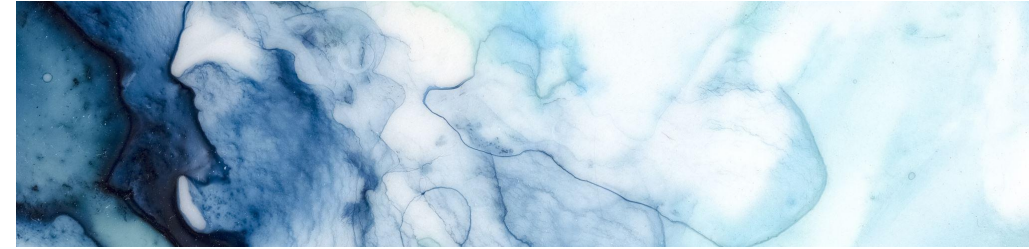


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## ***WORK-LIFE BALANCE***

- ***IS IMPERATIVE FOR HOW WE SPEND OUR TIME AT WORK AND WITH FAMILY, OUR ANNUAL INCOME, AND WHETHER WE VIEW WORK AS A JOB OR A CAREER.***

# *Archival Data Analyzes Based on Data Collected by Dr. Jillene Grover Seiver and Elisa Pope, MS*



→ **Work-family conflict/Family-work conflict (Dupuis et al., 2008).**

→ **Examined through the lens of role commitment**

→ **Roles were employee, parent, and romantic partner.**

→ **Two cohorts**

→ **2018-2019 (n=372)**

→ **January-June 2021 (n=136)**

→ **(COVID work-from home and homeschool orders were in place in much of WA state).**

→ **Participants**

→ **Snowball recruitment through students enrolled in lower-division psychology classes**

→ **To be eligible at least partial custody of a minor child.**

→ **An employee working at least 20 hours a week**

→ **Living with their romantic partner.**

# Current Study

- H 1: CSE will be affected by the amount of time spent at work and the role that the participant values most.
- H 2: CSE will be higher among those who consider their paid work to be a career.
- H 3: CSE as a function of hours worked per week and role that the participant values most.

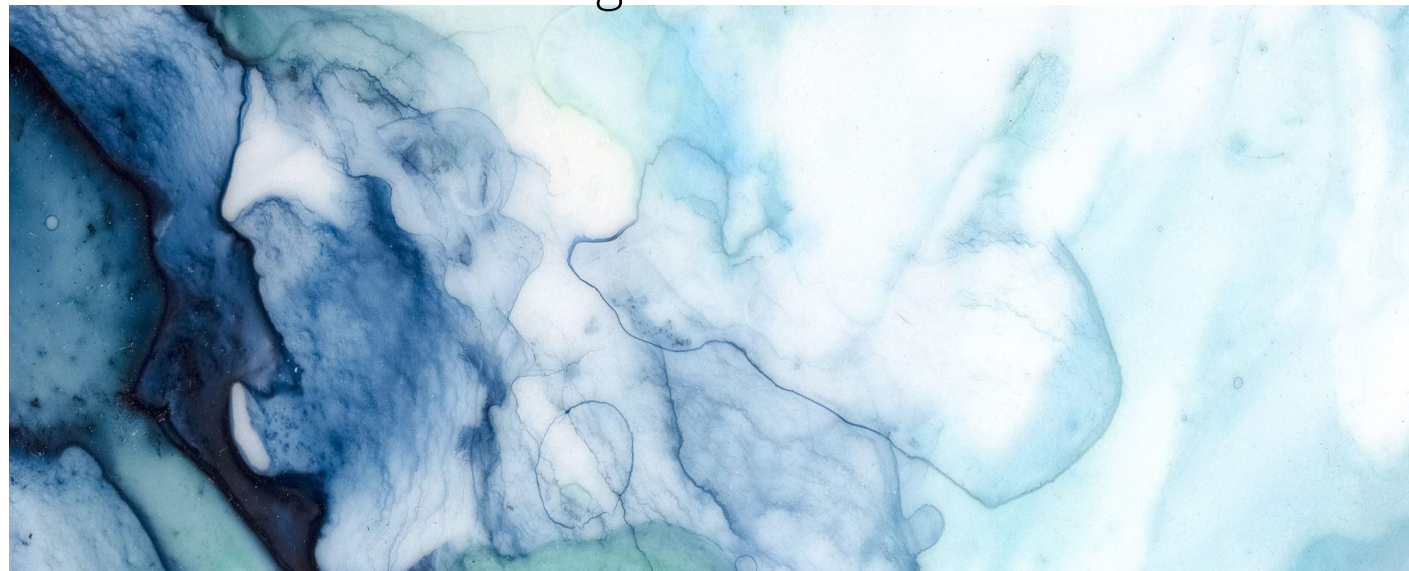
Core Self-Evaluation Scale  
(Judge, et al., 2003)  
12-item scale

- Assesses self-esteem, locus of control, generalized self-efficacy, and emotional stability
- Sample item: "I complete tasks successfully"

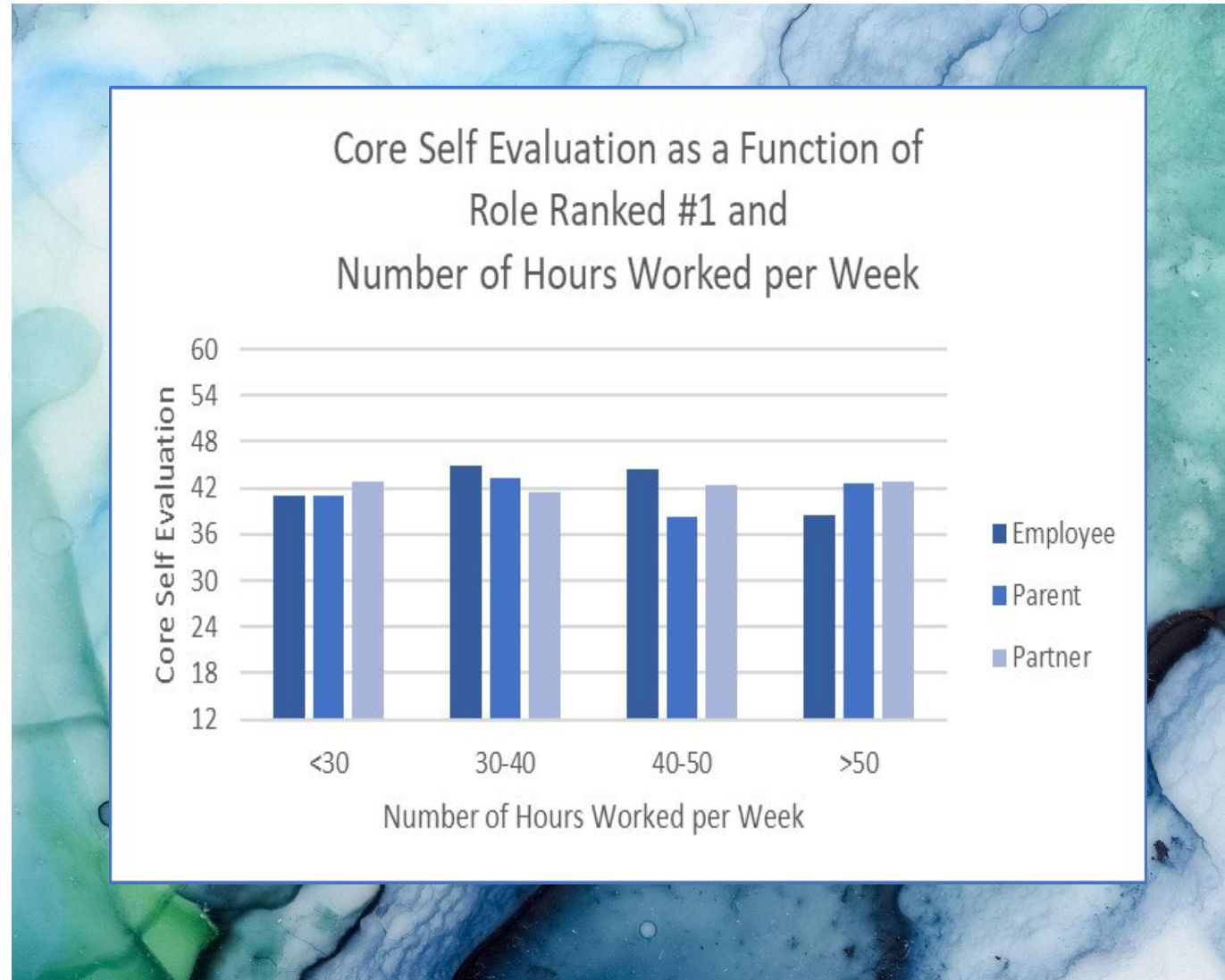
5-point Likert scale

Higher scores indicated positive core self-evaluation

Scores range from 12-60

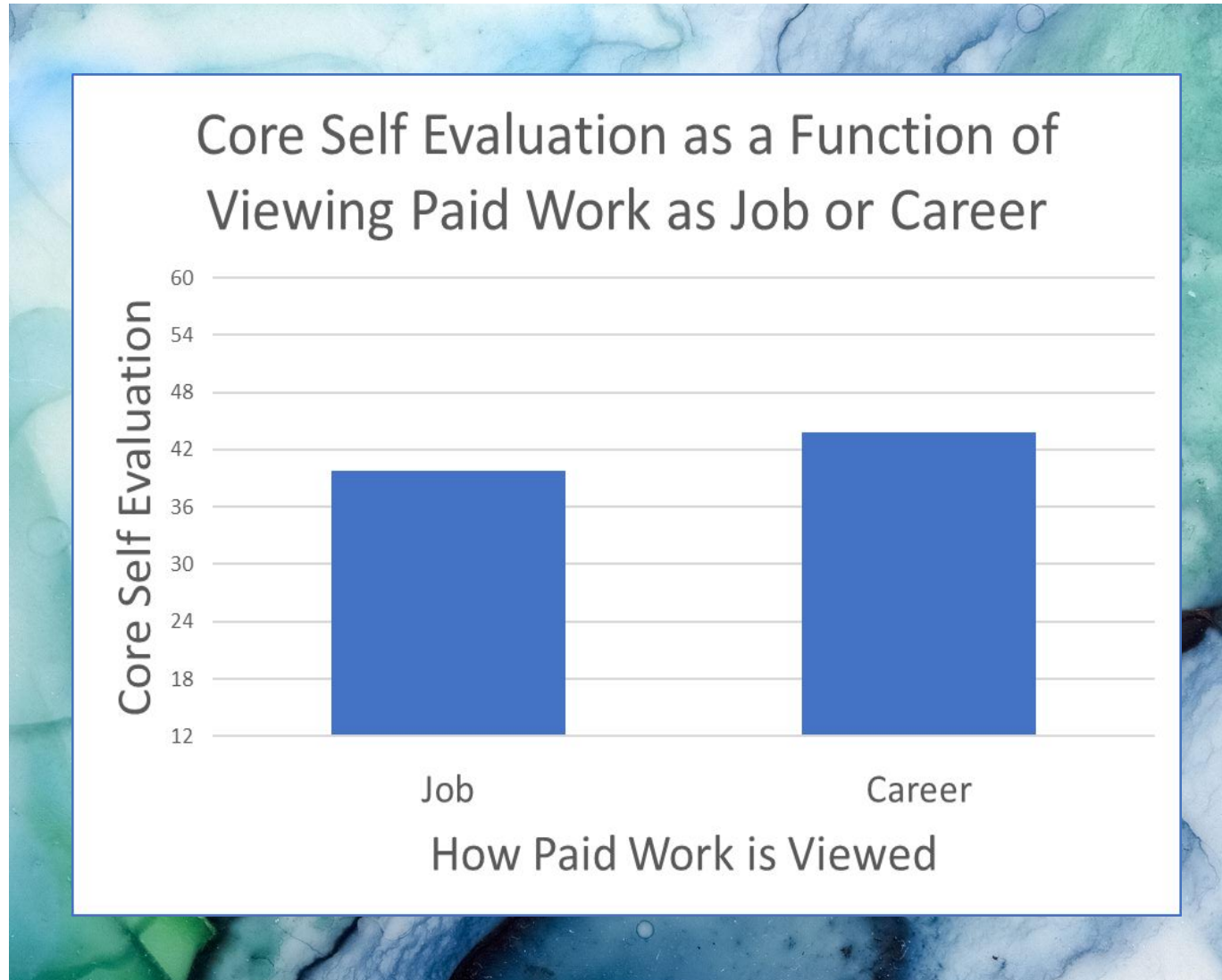


# RESULTS: HYPOTHESIS 1

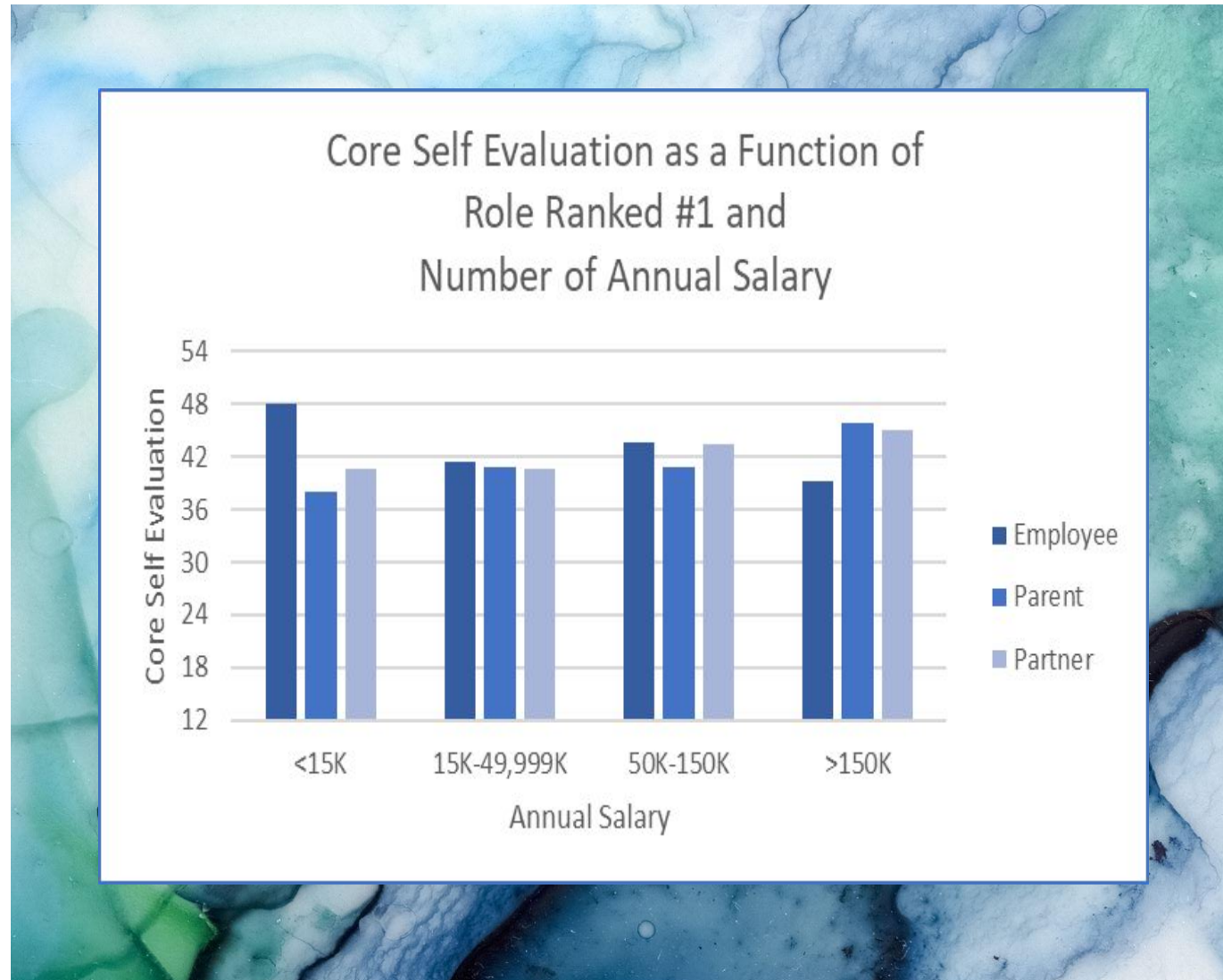




# RESULTS: HYPOTHESIS 2



# RESULTS: HYPOTHESIS 3



# TRiO McNair Scholar Program



- It seems that how participants considered their work (as a job or a career) and their annual salary affected their CSE.
- Role Ranked # 1 and Hours Worked per Week:
  - Employees who work over 50 hours per week ranked low CSE.
- Role Ranked # 1 and Annual Salary:
  - Differences in the #1 roles produced contrasting CSE based on annual salary.
  - Participants who considered their #1 role to be parent had different effects at different salary ranges.

## ***CONCLUSION***





# ***REFERENCES***

Haines, V. Y. III, Harvey, S., Durand, P., & Marchand, A., (2013). Core self-evaluations, work-family conflict, and burnout. *Journal of Marriage and Family, 75*(3), 778-793.

Judge

Morris, M. L., Messal, C. B., & Meriac, J. P. (2013). Core self-evaluation and goal orientation: *Understanding work stress. Human Resource Development Quarterly, 24*(1), 35-62.

