



Work-Life Balance is Imperative for How We Spend Our Time at Work and With Family

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Introduction

- The current study examines work-life balance among adults who balance the roles of employee, parent, and partner.
- This is important to the field of psychology because:
 - ❖ understanding the attitudes towards this topic can help us form policy and procedures to support employees to have a work life balance;
 - ❖ employers can learn how to support their employees, knowing what their priorities are.
- Core self-evaluation
 - ❖ Assesses self-esteem, locus of control, self-efficacy, and emotional stability.
 - ❖ Higher core self-evaluation associated with lower stress among employees (Haines et al., 2013; Morris et al., 2013).

Procedure

Participants:

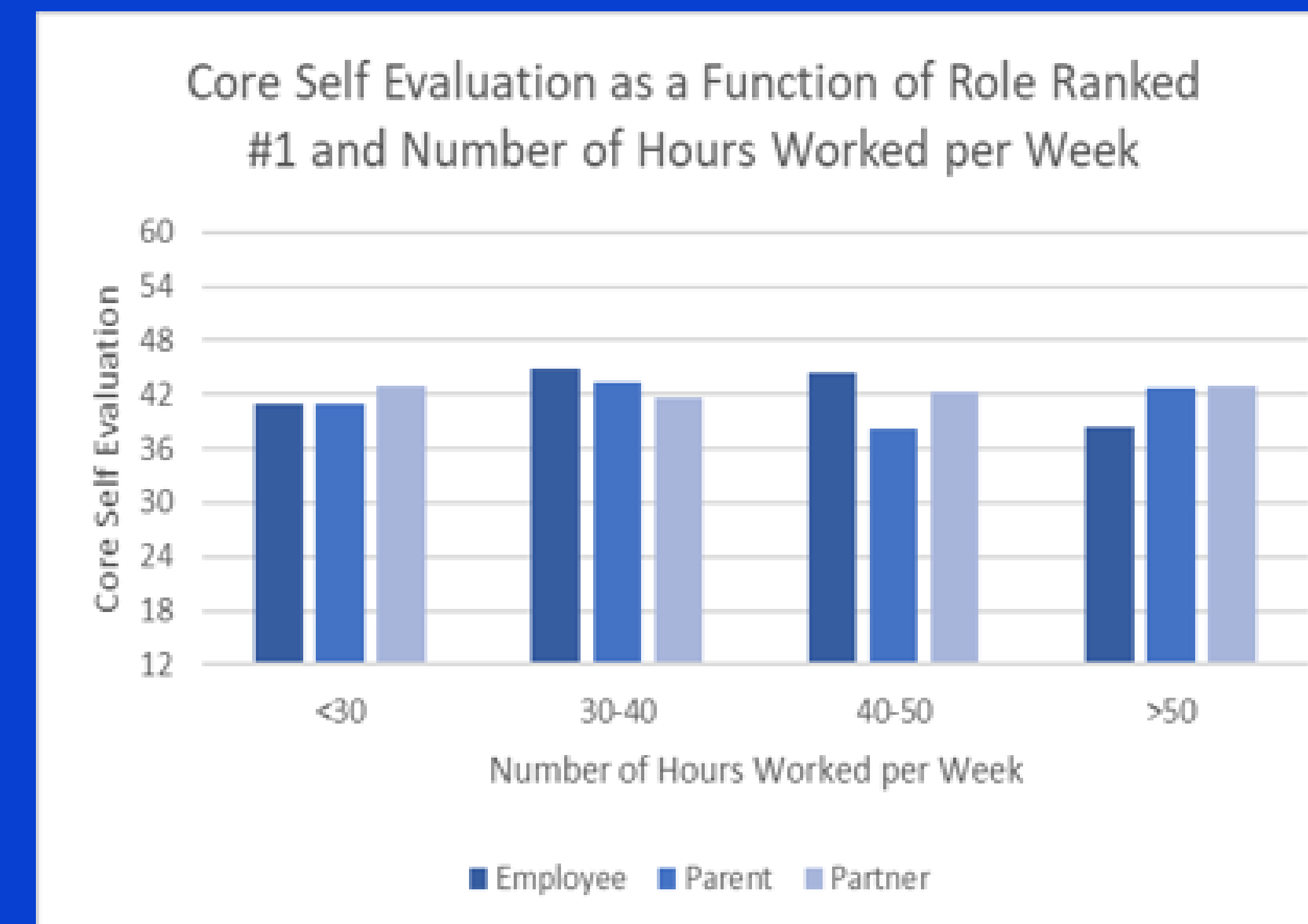
- 496 respondents
- Snowball recruited through students enrolled in lower-division psychology classes
- To be eligible, must be:
 - Employee, working at least 20 hours per week;
 - Parent with at least partial custody of at least one minor child
 - Living with their romantic partner

Materials:

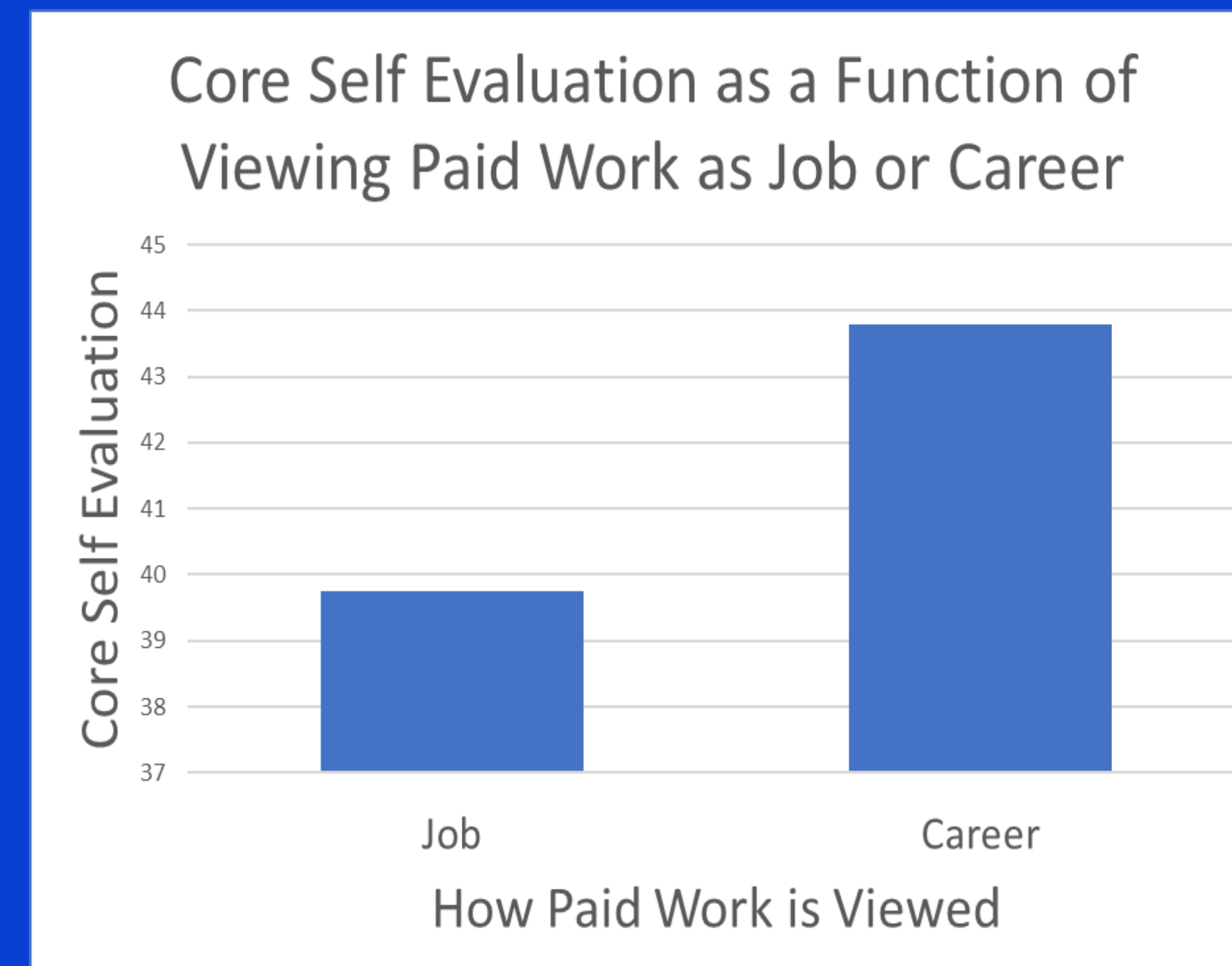
- Survey Monkey Survey
- Core Self-Evaluation (CSE) scale
- Role ranked #1 (employee, parent, or partner)
- Rank work as job or career
- Categories of hours of work per week: <30, 31-40, 41-50, >50

Results

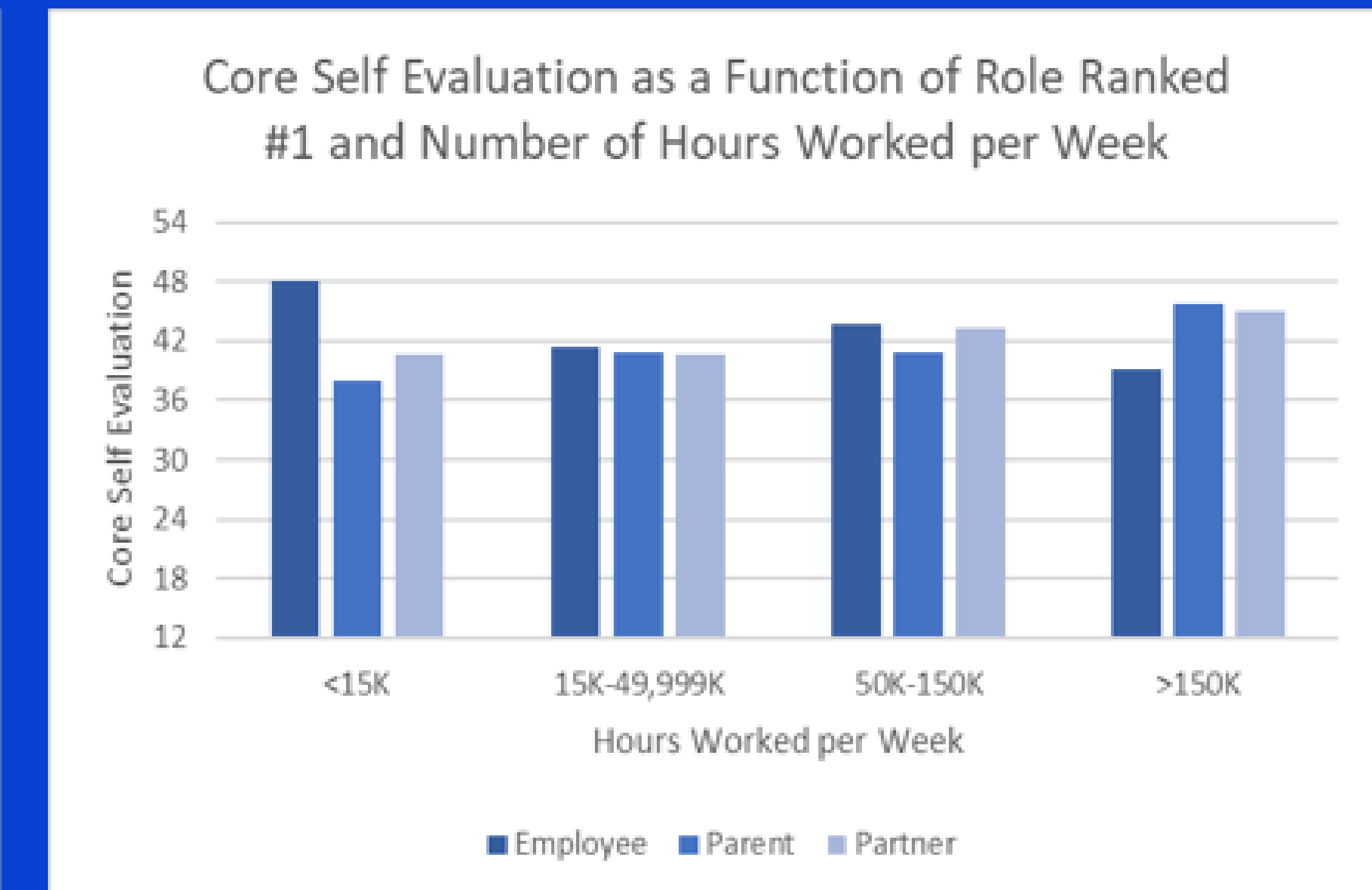
- H 1: CSE will be affected by the amount of time spent at work and the role that the participant values most.
- H 2: CSE will be higher among those who consider their paid work to be a career.
- H 3: CSE as a function of Role Ranked #1 of Hours Worked per week.



H1



H2



H3

Design

ANOVA:
 3 (role ranked #1) X
 2 (job or career) X
 4 (hours worked per week)
 4 (annual salary) X
 on Core Self-Evaluations

Discussion

Work-life balance is imperative to how we spend our time at work and with family, and it appears to matter whether we have a job or career, which of our roles we value most, and our degree of responsibility for our children.

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.
- 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.