
Work Family/Work-Life Measures



Work Family/Work-Life Measures

TITLE OF MEASURE

WORK-HOME CONFLICT

Source/Primary reference Bacharach, S. B., Bamberger, P., & Conley S. (1991). Work-home conflict among nurses and engineers: Mediating the impact of role stress on burnout and satisfaction at work. *Journal of Organizational Behavior*, 12(1), 39-53.

Construct measured Interrole conflict in which the role pressures from work and family (home) domains feel mutually incompatible

Brief description This scale is designed to tap the degree to which the job impacts upon and/or disrupts the individual's life at home. It consists of 4 items which are rated in terms of frequency on a scale of 1 = seldom or never to 4 = almost always.

Sample items

- Do the demands of work interfere with your home, family or social life?
- Does the time you spend at work detract from your family or social life?
- Does your work have disadvantages for your family or social life?
- Do you not seem to have enough time for your family or social life?

Appropriate for whom (i.e. which population/s) Working adults

Translations & cultural adaptations available None known

How developed It is a four-item scale based on that of Holahan and Gilbert (1979).

Psychometric properties STUDY SAMPLE

<i>Participants</i>	<i>Nurses</i>	<i>Civil Engineers</i>
<i>Sample Size</i>	<i>n</i> = 215	<i>n</i> = 430
<i>Description</i>	Employees of a large state in the Northeast	
<i>Gender</i>	Not reported	Not reported
<i>Race/Ethnicity</i>	Not reported	Not reported

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WORK-HOME CONFLICT

VALIDITY

Construct Validity

Scores on the Work-Home Conflict Scale were positively correlated with general role conflict and role overload and negatively correlated with job satisfaction.

RELIABILITY

Internal Consistency

<i>Scale</i>	<i>Nurses</i> $\alpha =$	<i>Civil Engineers</i> $\alpha =$
<i>Work-Home Conflict</i>	.87	.77

Comments

- This scale is sensitive to a broad range of concerns and works for both married and unmarried employees.
 - The fact that no gender or race/ethnicity demographics are presented is problematic. It would be useful to know its validity and reliability for multiple groups.
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Bibliography (studies that have used the measure)

Contact information

Samuel Bacharach
ILR Organizational Behavior
200 ILR Ext. Bldg.
Cornell University
Ithaca, NY 14853, USA
Tel: 607-255-2772
e-mail: sb22@cornell.edu

Work Family/Work-Life Measures

TITLE OF MEASURE

PARENTAL AFTER-SCHOOL STRESS (PASS)

Source/Primary reference	Barnett, R. C., & Gareis, K. C. (under review). Parental after-school stress and psychological well-being. Manuscript submitted for publication in <i>Journal of Marriage and Family</i> .
Construct measured	Degree to which employed parents are concerned about the welfare of their school-aged children during the after-school hours
Brief description	The measure contains 10 items. Respondents indicate their level of concern about their target child's after-school arrangements in a variety of domains including safety, travel, productive use of time, and dependability, among others. Items are rated on a 4-point scale from 1 = not at all to 4 = extremely.
Sample items	<ul style="list-style-type: none">■ How much do you worry about your school-aged child's travel to and from (his/her) after-school arrangements?■ How much do you worry that your school-aged child's after-school arrangements will fall through?■ How much do you worry about whether your school-aged child is spending (his/her) after-school time productively?
Appropriate for whom (i.e. which population/s)	Employed parents of school-aged (i.e., K-12) children, whether or not those children are in formal after-school arrangements
Translations & cultural adaptations available	None known
How developed	Items were generated by the researchers and further refined through two stages of pilot testing with employees at all levels of a Boston-area utility company. After the draft measure was developed, focus groups were convened with mothers and fathers of children in grades K through 12 for a general discussion of their issues with after-school arrangements; afterwards, participants were asked to give feedback on the draft measure which was then used to refine it. In the next stage, 59 employees at the same company completed mail surveys; based on these findings, the authors further refined the PASS measure.
Psychometric properties	<p><u>STUDY SAMPLES</u></p> <p>The revised measure has been administered to and validated in (1) a small sample of employees who have school-aged children and who work at a Boston-area consumer goods company, (2) a small sample of employees who have school-aged children and who work at a North Carolina software company, and (3) a larger sample of employees in six states who have school-aged children and who work for a large financial</p>

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PARENTAL AFTER-SCHOOL STRESS (PASS)

services company. The measure was administered as a web-based survey to Samples 1 and 2 and as a mailed survey to Sample 3. The authors are currently administering the measure to a community sample of parents with school-aged children in three family types: dual-earner couples, single-breadwinner couples, and employed single parents.

<i>Participants</i>		<i>Sample 1</i>	<i>Sample 2</i>	<i>Sample 3</i>
<i>Sample Size</i>		36	36	243
<i>Age</i>	<i>Range</i>	24-47	32-55	25-59
	<i>Mean (SD)</i>	38.0 (5.7)	41.3 (5.5)	39.2 (6.3)
<i>Gender</i>	<i>Female</i>	31	31	205
	<i>Male</i>	5	5	38

VALIDITY

Construct Validity

The measure of parental after-school stress (PASS) is related to other variables in predicted ways. For example, in Sample 3, the authors found that parents whose jobs are less flexible and whose children spend more time unsupervised by an adult after school report significantly higher levels of PASS, and that parents with high PASS report significantly higher levels of job disruptions and significantly lower levels of psychological well-being (Barnett, 2003; Barnett & Gareis, under review).

RELIABILITY

Internal Consistency

<i>Sample</i>	<i>Cronbach's α</i>
1. Employees who have school-aged children and who work at a Boston-area consumer goods company	.76
2. Employees who have school-aged children and who work at a North Carolina software company	.82
3. Employees who have school-aged children and who work at a large financial services company	.87

Comments

- More than one-third (37.2%) of the labor force consists of parents of minor children, the majority of those children are of school age. However, most parents have work schedules that prevent them from being home when their children get out of school, leaving a substantial gap between the time the school day ends and the time most parents get home from work.

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PARENTAL AFTER-SCHOOL STRESS (PASS)

- Note that one manuscript on this measure is currently being revised for resubmission to a peer-reviewed journal, and a second is in preparation after being invited for a special issue of a peer-reviewed journal.
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Bibliography (studies that have used the measure)

Barnett, R. C., & Gareis, K. C. (2004, July/August). Parental after-school stress, psychological distress, and job performance. Paper presented at the annual meeting of the American Psychological Association, Honolulu, HI.

Barnett, R. C. (2003, June). *Community*: The missing link in work-family research. Paper presented at the Workforce/Workplace Mismatch: Work, Family, Health, and Well-being conference, Washington, DC.

Barnett, R. C., & Gareis, K. C. (2005) Predictors and consequences of parental after-school stress. Manuscript in preparation for special issue of *American Behavioral Scientist*.

Contact Information

Rosalind Chait Barnett
Community, Families & Work Program
Brandeis University Women's Studies Research Center
Mailstop 079, 515 South Street
Waltham, MA 02453-2720, USA

Tel: 781-736-2287

e-mail: rbarnett@brandeis.edu

Work Family/Work-Life Measures

TITLE OF MEASURE

WORK SCHEDULE FIT

Source/Primary reference	Barnett, R. C., Gareis, K. C., & Brennan, R. T. (1999). Fit as a mediator of the relationship between work hours and burnout. <i>Journal of Occupational Health Psychology</i> , 4, 307-317.
Construct measured	Degree to which work schedule meets own and family needs
Brief description	<p>The scale includes 11 items in three domains:</p> <ol style="list-style-type: none">1. Fit of own schedule for oneself (self/self schedule fit)2. Fit of own schedule for other family members; i.e., partner, children, elderly dependents (self/family schedule fit)3. Fit of partner's schedule, if applicable, for all family members; i.e., self, partner, children, elderly dependents (partner/family schedule fit) <p>Items are rated on a 7-point scale from 1 = extremely poorly to 7 = extremely well.</p>
Sample items	<p>Self/self schedule fit</p> <ul style="list-style-type: none">▪ Taking into account your current work hours and schedule, how well is your work arrangement working for you? <p>Self/family schedule fit</p> <ul style="list-style-type: none">▪ Taking into account your current work hours and schedule, how well is your work arrangement working for your child(ren), if any? <p>Partner/family schedule fit</p> <ul style="list-style-type: none">▪ Taking into account your partner's current work hours and schedule, how well is (his/her) work arrangement working for your elderly dependent(s), if any?
Appropriate for whom (i.e. which population/s)	People who are employed outside the home; especially relevant for workers with partners/families, but the self/self subscale can be used with any worker
Translations & cultural adaptations available	None known
How developed	Items were generated based on a review of the literature on work schedules and on the work-family interface. Workers are conceptualized as members of family systems who make and evaluate decisions about

family members' work schedules based on consideration of the needs of all members of the family system. Work schedule fit is the extent to which workers have been able to optimize their work-family strategies, meeting their own and their family members' needs.

Psychometric properties

STUDY SAMPLES

The measure has been administered to and validated in (1) a sample of reduced-hours physicians and their employed partners, (2) a sample of full-time and reduced-hours female physicians and licensed practical nurses in dual-earner couples with children under high school age, and (3) a sample of day- and evening-shift registered nurses and their full-time employed partners with children between 8 and 14. We are currently administering the measure to a community sample of parents with school-aged (K-12) children in three family types: dual-earner couples, single-breadwinner couples, and employed single parents.

<i>Participants</i>		<i>Sample 1</i>	<i>Sample 2</i>	<i>Sample 3</i>
<i>Sample Size</i>		280	186	110
<i>Age</i>	<i>Range</i>	31-68	27-51	32-48
	<i>Mean (SD)</i>	42.6 (6.9)	40.1 (6.9)	43.3 (4.3)
<i>Gender</i>	<i>Female</i>	140	186	55
	<i>Male</i>	140		55
<i>Race/ Ethnicity</i>	<i>Caucasian</i>	92.5%	70.4%	94.5%
	<i>African American</i>	0.7%	7.5%	-
	<i>Hispanic/Latino/Latina</i>	2.5%	2.7%	-
	<i>Asian</i>	2.9%	18.8%	5.5%
	<i>Other</i>	1.4%	0.5%	-

VALIDITY

Construct Validity

The measure of work schedule fit is related to other variables in predicted ways. For example, fit is a better predictor of quality-of-life outcomes such as psychological distress, life satisfaction, burnout, job-role quality, and marital-role quality than is the number of work hours *per se* (Gareis & Barnett, 2001). In another study, the results of structural equation modeling show that the relationship between number of hours worked and burnout is mediated by work schedule fit in a sample of reduced-hours physicians; that is, at any level of work hours, physicians with poorer fit have higher levels of burnout at work (Barnett, Gareis, & Brennan, 1999).

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TITLE OF MEASURE

WORK SCHEDULE FIT

RELIABILITY

Internal Consistency

<i>Sample</i>	<i>Cronbach's α</i>
1. Reduced-hours physicians and their employed partners	.70
2. Full-time and reduced-hours female physicians and licensed practical nurses in dual-earner couples with children under high school age	.70
3. Day- and evening-shift registered nurses and their full-time employed partners with children between 8 and 14	.77

Test-Retest Reliability

In Sample 1, a stability coefficient of $r = .83$ ($p = .000$) over an interval of one to three months indicates that the work schedule fit measure has high test-retest reliability.

Comments

Bibliography (3-5 recent studies that have used the measure)

Barnett, R. C., Gareis, K. C., & Brennan, R. T. (1999). Fit as a mediator of the relationship between work hours and burnout. *Journal of Occupational Health Psychology*, 4(4), 307-317.

Gareis, K. C., & Barnett, R. C. (2001, August). *Schedule fit and stress-related outcomes among women doctors with families*. Paper presented at the annual meeting of the American Psychological Association, San Francisco, CA.

Gareis, K. C., Barnett, R. C., & Brennan, R. T. (2003). Individual and crossover effects of work schedule fit: A within-couple analysis. *Journal of Marriage and Family*, 65(4), 1041-1054.

Contact Information

Rosalind Chait Barnett
Community, Families & Work Program
Brandeis University Women's Studies Research Center
Mailstop 079, 515 South Street
Waltham, MA 02453-2720, USA

Tel: 781-736-2287

e-mail: rbarnett@brandeis.edu

Work Family/Work-Life Measures

TITLE OF MEASURE

INFORMAL WORK ACCOMMODATIONS TO FAMILY (IWAF)

Source/Primary reference

Behson, S. J. (2002). Coping with family-to-work conflict: The role of informal work accommodations to family. *Journal of Occupational Health Psychology*, 7(4), 324-341.

Construct measured

Ways in which employees temporarily and informally adjust their usual work patterns in an attempt to balance their work and family responsibilities

Brief description

The scale includes 16 IWAF behaviors. Respondents are asked to rate how often they have exercised the behavior in question. The response alternatives range from 1 = never (about once a year or less) to 5 = very often (once or more per day).

In addition, an open-ended question asks respondents to describe any other ways in which they have adjusted their work to address family concerns.

Sample items

Some employees adjust their typical work patterns in order to meet family responsibilities. Please think of the ways in which you may have done things differently at work in order to address family concerns. How often have you done each of the following things:

- Arranging to leave work early in order to attend a family event.
 - Leaving work during the day but completing the work later that night (either at home or at the office).
 - Receiving family-related phone calls while at work.
 - Phoning or e-mailing family members from work.
 - Having your children come in to work so you can keep an eye on them.
-

**Appropriate for whom
(i.e. which population/s)**

Working adults

**Translations & cultural
adaptations available**

None known

How developed

The scale items were developed based on a literature review, two pilot studies, and several focus groups.

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TITLE OF MEASURE

INFORMAL WORK ACCOMMODATIONS TO FAMILY (IWAF)

Psychometric properties

STUDY SAMPLE

<i>Participants</i>		<i>Sample 1</i>	<i>Sample 2</i>
<i>Sample Size</i>		<i>n</i> = 141	<i>n</i> = 128
<i>Description</i>		Employees of 10 branches of a large Northeast telecommunication company	Two mid-sized private secular universities in the Northeast and one small private religious college in the Southeast
<i>Gender</i>	<i>Female</i>	54.1%	59.4%
	<i>Male</i>	45.9%	40.6%
<i>Marital Status</i>	<i>Married</i>	65.7%	46%
	<i>Not married</i>	34.3%	54%
<i>Job Categories</i>	<i>Managerial/Administrative</i>	50.5%	-
	<i>Sales</i>	29.0%	-
	<i>Clerical</i>	5.9%	-
	<i>Other</i>	4.7%	-

Sample 1: 51.9% of the respondents had at least one child less than 18 years of age living with them. Among respondents, 66.7% of their spouses were employed full-time.

Sample 2: 44% of the respondents had at least one child less than 18 years of age living with them. The average household income of the respondents ranged from \$20,000 to \$200,000 and their average tenure at their current employer ranged from 1 to 264 months (22 years). The second study was conducted to provide evidence of the convergent and discriminant validity of the IWAF.

VALIDITY

Content Validity

The IWAF items were based on literature review and results of the two pilot studies. In the first stage of pilot testing, a number of informal, semi-structured interviews with a convenience sample of working parents were conducted. In the second stage, several focus groups were conducted in two separate organizations. In total, 37 people participated in all focus groups. Within each focus group, participants (i) read a consent form, (ii) were asked to write down a list of the ways in which they did things differently at work to accommodate family-related matters, (iii) filled out the IWAF scale, (iv) discussed how well the items in the IWAF scale reflected the actions in their lists and were asked to

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INFORMAL WORK ACCOMMODATIONS TO FAMILY (IWAF)

critique the scale, (v) discussed general work-family issues, and (vi) were given a copy of the full questionnaire to fill out on their own and return. The focus group participants suggested some changes for the IWAF scale content.

Concurrent Validity

Correlations between the IWAF scale and other related measures were derived.

<i>Measure</i>	<i>IWAF Scale</i>
Family-to-Work Conflict (Netemeyer, 1996)	.22
Ways of Coping (Lazarus & Folkman, 1984)	
- Problem-Focused Coping	.09
- Seeking Social Support	.23
- Emotion-Focused Coping	-.40
Parental Responsibility Index-Responsibility for Dependents Scale (Rothausen, 1999)	.22
Financial Responsibility (Loscocco, 1998)	-.21
Control Over Work Schedule (Iverson, Olekalns, & Erwin, 1998; Thomas & Ganster, 1995)	.35

All correlations greater than .17 in absolute value are statistically significant at $p < .05$.

RELIABILITY

Internal Consistency

<i>Scale</i>	$\alpha =$
<i>Informal Work Accommodations to Family</i>	.79

Comments

- The IWAF scale proved to be reasonably valid and reliable in two separate samples.
- Some problems of the scale may be associated with the summation of items across broad behavioral constructs. The approach may have reduced inter-item correlations, introduced unsystematic variance, and served to attenuate relationships between the IWAF scale and hypothesized predictors. However, despite these issues, the IWAF scale was found to be valid and reliable.
- The relatively small sample sizes precluded factor analysis of the

