

THE EFFECTS OF GENDER ROLE IDEOLOGY, ROLE SALIENCE, ROLE  
DEMANDS AND CORE SELF-EVALUATIONS ON WORK-FAMILY  
INTERFACE

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## **ABSTRACT**

# **THE EFFECTS OF GENDER ROLE IDEOLOGY, ROLE SALIENCE, ROLE DEMANDS AND CORE SELF-EVALUATIONS ON WORK-FAMILY INTERFACE**

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The aim of the present study was to develop two conceptual frameworks; that are antecedents of family-to-work conflict and enhancement in the family domain, and antecedents of work-to-family conflict and enhancement in the work domain; and to test the relationships that are proposed by these frameworks.

A pilot study was conducted with 73 career people to investigate the psychometric qualities of the adapted or constructed measures. The main study was

conducted with 293 married career people. Results supported some of the hypotheses. In the family-to-work framework, gender role ideology, family salience, perceptions of family/home demands and core self-evaluations predicted family-to-work conflict. Furthermore, direct effects of family salience and core self-evaluations on family-to-work enhancement were found. In the work-to-family framework, work salience predicted both work-to-family conflict and work-to-family enhancement. In addition, core self evaluations moderated the relationship between subjective work demands and work-to-family conflict and between subjective work demands and work-to-family enhancement.

Keywords: Gender Role Ideology, Role Salience, Role Demands, Core Self-Evaluations, Work-Family Interface

## ÖZ

### CİNSİYET ROLÜ TUTUMLARI, ROLLERİN ÖNEMİ, ROL GEREKLERİ VE TEMEL BENLİK DEĞERLENDİRMELERİNİN İŞ-AİLE İLİŞKİSİNE ETKİLERİ

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Bu çalışmanın amacı aile alanında aile-iş çatışması ve zenginleştirmesinin öncülleri ve iş alanında iş-aile çatışması ve zenginleştirmesinin öncülleri olmak üzere iki kavramsal yapı oluşturmak ve bu yapılarda önerilen ilişkileri test etmektir.

Türkçe'ye uyarlamaları yapılan ölçeklerinin psikometrik özelliklerini değerlendirmek amacıyla 73 kariyer sahibi katılımcıyla bir pilot çalışma yapılmıştır. Ana çalışma 293 evli ve kariyer sahibi katılımcıyla yürütülmüştür. Sonuçlar çalışma hipotezlerinin bazılarını destekler niteliktedir. Aile-iş kısmında cinsiyet rolü tutumları,

ailenin önemi, aile/ev yükü algısı ve temel benlik değerlendirmelerinin aile-iş çatışmasını yordadığı bulunmuştur. Ayrıca, ailenin önemi ve temel benlik değerlendirmelerinin aile-iş zenginleşirmesi üzerinde direk etkileri olduğu görülmüştür. Önerilen iş-aile yapısında ise işin önemi hem iş-aile çatışmasını hem de iş-aile zenginleşirmesini yordamaktadır. Ayrıca, temel benlik değerlendirmelerinin öznel iş gerekleri ve iş-aile çatışması ilişkisinde ve öznel iş gerekleriyle iş-aile zenginleşirmesi arasındaki ilişkide belirleyici değişken olduğu saptanmıştır.

Anahtar Kelimeler: Cinsiyet Rolü Tutumu, Rollerin Önemi, Rol Gerekleri, Temel Benlik Değerlendirmeleri, İş-Aile İlişkisi

*To my parents Necla & Ramazan Bıçaksız,  
and grandmother Güler Ergezer*



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# CHAPTER 1

## INTRODUCTION

### 1.1 Overview

Work and family are the two most important aspects in people's lives and, contrary to the initial belief that they are distinct parts of life (Staines, 1980), these domains are closely related (Ford, Heinen, & Langkamer, 2007). The purpose of the present study was to investigate the factors that are related to work-family conflict and work-family enhancement. More specifically, the effects of gender role ideology, family salience and perceived family/home demands on family-to-work conflict and enhancement were investigated. In addition, the effects work salience and work demands on work-to-family conflict and enhancement were examined. Finally, the moderating effects of core self-evaluations on the relationship between demands and conflict and between demands and enhancement were investigated.

Work-family interface has attracted research attention as the traditional family roles have undergone significant changes due to women getting employed outside home (Aycan & Eskin, 2005). Occupying multiple roles has been associated with both negative and positive experiences. The negative experience of participating in multiple roles is conceptualized as work-family conflict and it is defined as a form of interrole conflict that involves difficulty to meet the demands of one domain because of the obligations concerning the other domain. In other words, incompatible role pressures from the two domains form the essence of work-family conflict

(Greenhaus & Beutell, 1985). On the other hand, the positive experience associated with occupying multiple roles is conceptualized as work-family enhancement. More specifically, work-family enhancement refers to acquisition of psychological and social resources as a result of participating in multiple roles (Ruderman, Ohlott, Panzer, & King, 2002).

Although the work-family literature has contributed to our understanding of how the two critical domains of life interact (Parasuraman & Greenhaus, 2002), there still exist limitations characterizing this literature (Eby, Casper, Lockwood, Bordeaux, & Brinley, 2005). Some of these limitations involve areas that have received relatively less attention. The first area that has been neglected by the researchers is the positive side of work-family interface (Greenhaus & Powell, 2006). That is, research on work-family interface mostly focused on conflict and investigation of the processes associated with the positive side of work-family interface (i.e., enhancement) has been limited (Van Steenbergen, Ellemers, & Mooijart, 2007). The present study aims to contribute to the existing literature by investigating the antecedents of both work-to-family and family-to-work enhancement.

The second limitation is that relatively less attention has been paid to the individual difference antecedents of work-family conflict and enhancement (Parasuraman & Greenhaus, 2002). Core self-evaluations, which is defined as “the fundamental assessments that people make about their worthiness, competence, and capabilities” (Judge, Bono, Erez, & Locke, 2005, p. 257), appears to have a potential role in the way people balance their work and non-work lives. Hence, in the current



study, the moderating effect of core self-evaluations on the relationship between demands and conflict/enhancement is investigated.

Furthermore, Parasuraman, and Greenhaus (2002) argued that research on gender differences in relation to work-family conflict and facilitation has a narrow scope. These authors call for studies that investigate the moderating or mediating effects of gender on work-family conflict and enhancement. The present study aims to address this issue by investigating the moderating effect of gender along with the effect of gender role ideology on family-to-work conflict and enhancement. Gender role ideology refers to attitudes and beliefs about the proper roles of men and women in the family or society (Korabik, McElwain & Chappell, 2008). Korabik et al. suggested that knowing an individual's gender role ideology would be more important in predicting work-family conflict than knowing mere gender of the individual.

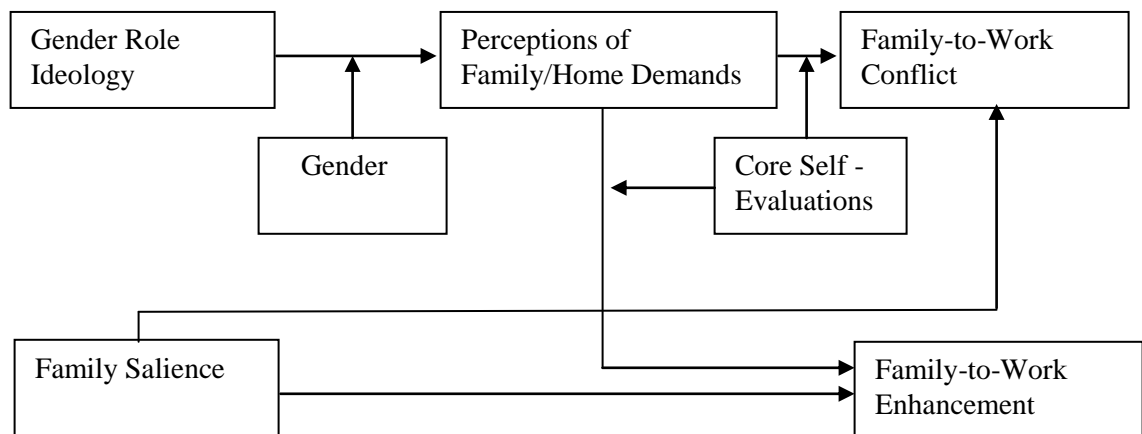
It was also stated that relatively less research attention has been given to the subjective experiences associated with work and family roles (Zedeck & Mosier, 1990). Studying the effects of constructs beyond simple role membership, such as role-salience, or life role values on work-family conflict or enhancement is recommended (Eby et al., 2005). Role salience involves the importance or value attached to participation in a role (Amatea, Cross, Clark & Bobby, 1986), and it is suggested that it should be a relevant variable for work-family research but it has largely been neglected (Biggs & Brough, 2005). The present study aims to contribute to the literature in this respect as well by investigating the influence of role salience on

work-family conflict and work-family enhancement for both directions (work-to-family and family-to-work).

In addition to areas that have received little consideration in work-family research, there are methodological problems/limitations characterizing the work-family literature. One of these methodological issues concerns the samples used in work-family studies. Researchers argued that majority of the studies in the work-family literature have been conducted in either North American or European societies (Poelmans et al., 2003; Spector, et al., 2004) and that people from different cultures or ethnic backgrounds are underrepresented in the work-family literature (Casper et al., 2007). The present study aims to contribute to this literature by investigating work-family interface with a Turkish sample.

Two frameworks are investigated in the present study: one focusing on family-to-work conflict and enhancement, and the other focusing on the work-to-family conflict and enhancement. As depicted in Figure 1.1, in the proposed family-to-work framework, gender role ideology is expected to have indirect effects on both family-to-work conflict and enhancement. Poelmans et al. (2003) proposed that gender role ideology may affect how people can successfully balance the demands of work and family domains. In the present study, it is expected that gender role ideology is related to family-to-work conflict and enhancement through its effects on perceived family/home domains. It is also expected that the relationship between gender role ideology and perceived family/home demands are moderated by gender, that is as women hold more traditional gender role ideologies they may tend to perceive

family/home domain as more demanding than women with more egalitarian attitudes, whereas the opposite of this relationship is expected for men. Women with more traditional gender role attitudes may tend to think that family/home domain is their main responsibility in life and therefore they should be perfect in fulfilling this function. On the other hand, women having more egalitarian gender role ideology may tend to negotiate with their spouses for assuming equal shares of family/home domain responsibility, hence, they may perceive family/home domain as being less demanding than those with traditional gender role attitudes.



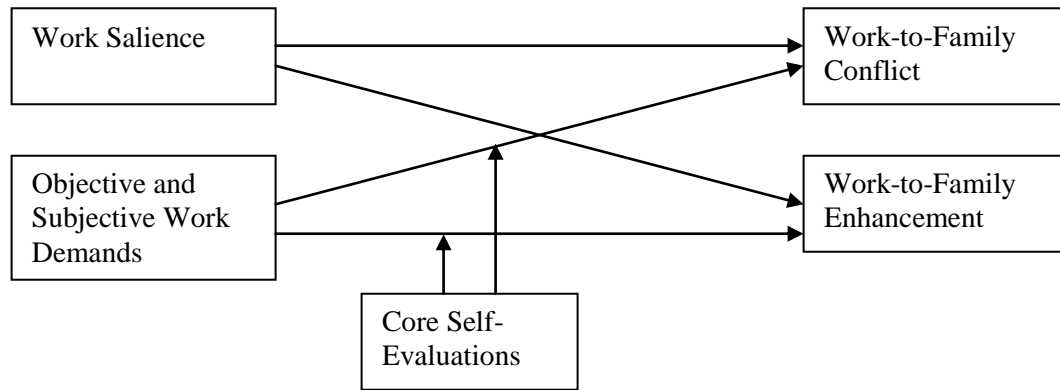
*Figure 1.1 The proposed relationships in the family-to-work framework*

Role salience was found to be associated with family-to-work conflict (Carlson & Kacmar, 2000) and enhancement (Aryee, Srinivas, & Tan, 2005). Thus, in the proposed framework, family salience is expected to have a direct effect on family-to-work conflict and enhancement.

Finally, in the proposed family-to-work framework, the relationship between perceived family/home demands and family-to-work conflict, and the relationship between perceived family/home demands and family-to-work enhancement are expected to be moderated by core self-evaluations. That is, core self-evaluations are expected to act as a buffer against family-to-work conflict in the case of high level of demands. In addition, positive core self-evaluations are expected to decrease the negative effect of demands on family-to-work enhancement.

As depicted in Figure 1.2, in the work-to-family framework, work salience and work demands are expected to have direct effects on work-to-family conflict and enhancement. The direct effects of work salience on work-to-family conflict (e.g., Carlson & Kacmar, 2000; Hammer, Allen, & Grigsby, 1997) and work-to-family enhancement (Aryee et al., 2005) have been supported in the literature. In addition, work demands have been found to be related to work-to-family conflict (Voydanoff, 2005). Finally, as in the family-to-work framework, core self-evaluations are expected to moderate the relationship between work demands and work-to-family conflict, and the relationship between work demands and work-to-family enhancement. To be precise, it is expected that work demands are associated with higher levels of work-to-family conflict for individuals with negative core self-evaluations, but not for those with positive core self-evaluations. When the outcome is work-to-family enhancement, on the other hand, it is expected that work demands have a negative relationship with work-to-family enhancement for individuals with negative core self-

evaluations and a positive or nonsignificant relationship for those having positive core self-evaluations.



*Figure 1.2 The proposed relationships in the work-to-family framework*

Gender role ideology and family salience variables were specifically included in the family-to-work framework with an attempt to emphasize the Turkish cultural context in relation to work-family interface. Clancy and Tata (2005) argued that social and cultural beliefs determine whether work and family domains can be successfully combined. Family related role of women is explicitly emphasized by the Turkish customs, as well as the expectation that career aspirations should be secondary for women (Öngen, 2007). Although important legal, demographic, and economic changes have been experienced since the beginning of 1980s, the traditional social pressure to maintain distinctions between genders is still prevalent (Uray & Burnaz, 2003). Internalizing cultural expectations related to gender roles may lead to differential sharing of family responsibility among the spouses. In addition, this cultural context may influence the importance or salience of work and family roles. It

may also be argued that gender role ideology and family salience are related concepts as gender role ideology may determine which domain is more central or valued by individuals. These may have implications for work-family interface.

Moreover, core-self evaluations were included in the present study, because it is an important individual difference variable that has links with happiness (Piccolo, Judge, Takahashi, Watanebe, & Locke, 2005) and life satisfaction (Judge, Bono, Erez, & Locke, 2005). It may be thought that happiness and life satisfaction may include a component related to balancing work and family domains. In addition, it was suggested that individuals with positive core self-evaluations may be more successful in overcoming obstacles by using better problem solving strategies (Bono & Judge, 2003). Therefore, it is reasonable to expect that individuals with positive core self-evaluations would better handle the demands associated with multiple roles.

In the following sections, first an overview of the work-family research is presented. Following this, the literature and hypotheses concerning the variables (i.e., gender role ideology, role demands, role salience, and core self-evaluations) included in the proposed family-to-work and work-to-family frameworks are presented.

## **1.2 An Overview of Work-Family Research**

Traditionally, the major responsibility of women has been perceived to be the maintenance of the family including home and childcare, and breadwinning was the main responsibility of men. However, with more and more women entering the workforce and pursuing careers, these clearly defined gender roles were forced to

change (Sevim, 2006). Most women do not have responsibility only in one domain anymore, they have to balance the competing demands of both work and family domains (Moore & Gobi, 1995; Phillips & Imhoff, 1997; Sun, 2005). Moreover, since their spouses work outside home and have relatively limited capacity or resources to care for the family and home, men have to increase their engagement in the home or family domain to compensate for the women's decreased engagement in these domains (Coltrane, 1997; Lou, Gilmour, Kao, & Huang, 2006). Consequently, having multiple roles, as opposed to only one primary role, requires balancing the demands of these roles for both men and women (Field & Bramwell, 1998; Johansson, Huang, & Lindfors, 2007). This issue has attracted researchers for three decades (Aycan & Eskin, 2005).

### **1.2.1 Work-Family Interface**

There are different conceptualizations with regard to the linkages between work and family. Among these conceptualizations are spillover theory, compensation theory, segmentation theory, and congruence model. The first one, spillover theory, involves the effects of work and family domains spilling over to one another through emotions, attitudes, skills and behaviors that people carry from work to home or home to work (Lambert, 1990). Another theory linking work and family is compensation theory which posits that there is a negative association between work and family variables (Staines, 1980), that is, individuals seek satisfaction in one domain to outweigh dissatisfaction in the other domain (Lambert, 1990).

The third conceptualization regarding the link between work and family is segmentation theory, which is the null position with respect to spillover and compensation hypotheses (Staines, 1980). Segmentation theory asserts that work and non-work do not affect each other (Lambert, 1990). However, this view was challenged by researchers that work and non-work are closely associated domains in an individual's life (Staines, 1980), and that if segmentation exists, it does not exist naturally (Lambert, 1990). Rather, it is viewed as an active process by which individuals separate work and family domains (Edwards & Rothbard, 2000).

Finally, congruence model suggests that a third variable accounts for the relationship between work and family domains by influencing each domain similarly (Morf, 1989 cited in Zedeck, 1992). Congruence model is similar to spillover theory in the sense that both involve similarities in two domains. However, spillover theory ascribes these similarities to the influences of one domain over the other, whereas congruence model attributes it to a third factor (Edwards & Rothbard, 2000).

Besides these theories of work-family linkages, researchers emphasized the importance of defining the direction of influence (e.g., Gutek, Searle & Klepa, 1991; O'Driscoll, Ilgen, & Hildreth, 1992). That is, whether work is interfering with family or family is interfering with work. Work interference with family occurs when demands from the work domain affect performance in the family domain (e.g., long hours of paid work may prevent one from fulfilling of home related duties), and family interference with work occurs when demands from family domain affect performance in the work domain (e.g., illness of a child may prevent one from



attending to work) (Gutek et al., 1991). Byron (2005) stated that work interference with family and family interference with work are increasingly conceptualized as two distinct, but related concepts. Eby et al. (2005) reported that work interference with family and family interference with work have different antecedents and are related to different outcomes. Moreover, studies report that work-to-family conflict is more prevalent than family-to-work conflict (e.g., Eagle, Miles, & Icenogle, 1997; Frone, Russell, & Cooper, 1992a).

Finally, work-family researchers suggest that there may be both positive and negative sides of linking work and family domains and these are distinct constructs, rather than ends of a continuum (Tiedje et al., 1990). That is, work-family conflict and work-family enhancement may be experienced at the same time (Rothbard, 2001).

The proposed family-to-work and work-to-family frameworks are based on the idea that the nature of the association between work and family is best captured by the spillover theory. Because it is believed that work and family domains influence each other and this influence may be both from family to work and from work to family (Lambert, 1990) and can be positive (enhancement) and negative (conflict) (Kirchmeyer, 1993). In the current study, the terms work-family conflict and work-family enhancement are used to represent negative and positive spillover respectively, as these constructs have been used interchangeably in the relevant literature (e.g., Parasuraman & Greenhaus, 2002). In addition, to indicate the direction of influence, work-to-family conflict/enhancement and family-to-work conflict/enhancement terms are used.

### 1.2.2 Work-Family Conflict

Work-family conflict is defined as “a form of interrole conflict in which role pressures from the work and family domains are mutually incompatible in some respect” (Greenhaus & Beutell, 1985, p. 77). This line of reasoning is constructed upon the scarcity approach which asserts that people have limited resources and each role a person holds would consume some of these limited resources, therefore it is assumed that the more roles a person have, the greater the possibility of role overload (Keene & Reynolds, 2005). According to this perspective, satisfaction or success in one domain involves sacrifices in the other domain (Zedeck & Mosier, 1990).

Research on work-family conflict has consistently showed that experiences in work and family domain were related to the outcomes in both work and family domains (Ford, Heinen, & Langkamer, 2007). However, the relationships between domain-specific effects were stronger and more consistent (e.g., Edwards & Rothbard, 1999; Judge, Ilies, & Scott, 2006). That is, work related antecedents were more strongly related to work related outcomes; and family related antecedents were more strongly related to family related outcomes of work-family interface. Therefore, in the present study, the effects *work salience* and *work demands* on work-to-family conflict and enhancement, and the effects of *family salience* and *family/home demands* on family-to-work conflict and enhancement are investigated.

### **1.2.3 Work-Family Enhancement**

Studies investigating work-family interface have mostly focused on the negative side of combining multiple roles and neglected the possibility that different roles may benefit one another (Van Steenbergen et al., 2007). However, Poelmans, Stepanova, and Masuda (2008) suggested that researchers recently shifted their attention to the positive effects of work-family interface in the vein of positive psychology.

Greenhaus and Powell (2006) suggested three mechanisms to explain the positive side of occupying multiple roles. The first one is the possibility that work experiences and family experiences may have additive effects on well-being. Second, engagement in both work and family roles may have buffering effects from strain in one of these roles. Third, experiences in one role may produce positive experiences and outcomes in the other role. These authors argue that the third mechanism best represents the concept of work-family enrichment.

There are different conceptualizations of the positive side of work-family interface such as facilitation (e.g., Tompson & Werner, 1997; Van Steenbergen et al., 2007), enrichment (e.g., Greenhaus & Powell, 2006; Rothbard, 2001), and enhancement (Ruderman et al., 2002). Carlson, Kacmar, Wayne, and Grzywacz (2006) argue that these are distinct constructs, although they have been used interchangeably in the work-family literature. Work-family facilitation has been defined as “a form of synergy in which resources associated with one role enhance or make easier participation in the other role” (Voydanoff, 2008, p. 50). Work-family

enrichment is defined as “the extent to which experiences in one role improve the quality of life in the other role” (Greenhaus & Powell, 2006, p.73). Finally, enhancement refers to acquisition of psychological and social resources as a result of participating in multiple roles (Ruderman et al., 2002).

In the present study, among these constructs, work-family enhancement conceptualization is employed as referring to the positive side of work-family interface. Facilitation and enrichment concepts involve enhanced performance or quality of life in one domain due to resources gained in the other domain. Enhancement concept seems more comprehensive as it covers this component of facilitation and enrichment in addition to a general improvement in well-being as a result of having multiple roles.

In the following sections, the relevant literatures on the variables of interest (i.e., gender role ideology, role demands, role salience, and core self-evaluations) along with the hypotheses of the study are presented.

### **1.3 Gender Role Ideology**

Korabik and her colleagues (2008) defined gender role ideology as attitudes and beliefs about the proper roles of women and men in the family or society. Gender role ideology is conceptualized as a continuum ranging from egalitarian attitudes on one end and traditional attitudes on the other. Traditional gender role ideology holds that men have the primary role of the breadwinner in the family, whereas women have the primary responsibility of caring for children and home. This kind of ideology was

born with the transition from subsistence production to paid labor outside the home by the industrial revolution (Noor, 1999).

Korabik et al. (2008) argued that one way gender role ideology may affect work-family conflict is through their influence on division of labor among spouses. They suggested that gender role ideology determines behaviors and therefore knowing the individual's gender role ideology would be more important in predicting work-family conflict than knowing mere gender of the individual. In addition, Singley and Hynes (2005) suggested that gender role attitudes of a couple may influence their joint work and family patterns. Finally, Donald and Linington (2008) argued that gender role ideology affects behavior in the family and home domains.

Although a transition from traditional gender ideology to an egalitarian one has been experienced in many societies throughout the world (Friedman & Weissbrod, 2005), most researchers emphasize the fact that women still have the primary responsibility in home and childcare tasks even though they have paid-employed status (Noor, 1999, 2004). Research suggests that many women have to work a "double shift", because they still perform an uneven share of household responsibilities (Dunn & Skaggs, 1999). It was also suggested that women may be more sensitive to issues relating to work-family interference than men (Covin & Brush, 1991). Moreover, even though men became more involved in family domain (Coltrane, 1997), women still perform the majority of tasks related to family and home responsibilities (Bianchi, Milkie, Sayer, & Robinson, 2000).

It was reported that unwillingness of the male partners to help meet childcare and house care responsibilities, which may be due to male social identity as the primary breadwinner and due to the perception that childcare is primarily women's responsibility, may lead to health concerns of women (MacRae, 2005). Along the same lines, many studies reported that gender-role attitudes of both spouses strongly affect women's chances of dealing with their multiple roles (Pina & Bengston, 1993).

It is important to note that researchers pointed out the lack of research in work-family literature in international or cross-cultural settings and that majority of studies in work-family literature have been conducted in Western societies (Poelmans et al., 2003; Spector, et al., 2004). Clancy and Tata (2005) compared eight different countries (i.e., China, Japan, Israel, Britain, Italy, Norway, Sweden, and the United States) and concluded that social and cultural beliefs have a major influence on whether women can achieve a balance between these two domains. In societies with high gender egalitarianism, balancing work and family would be easier than those low in gender egalitarianism.

Turkish society gives women the primary roles of being a "wife" and a "mother" (Minibaş, 1998 cited in Sevim, 2006). According to Balkır, perception of a woman's success by others is largely related to her performance as a mother and a wife (1989 cited in Sevim 2006). Hence, women participating paid labor outside home are likely to be perceived to ignore their main responsibilities. Moreover, the consistent issue raised by the work-family researchers that women still have the primary responsibility in domestic tasks despite their employed status applies to

Turkish society as well. Aycan and Eskin (2005) reported that norms regarding gender roles are changing in a way that requires those pursuing professional careers to adjust to modern gender roles while maintaining traditional values. Hence, it is important to investigate traditional versus egalitarian gender role attitudes in relation to work-family interface in this cultural context.

In the current study, it is expected that gender role ideology influences the perceptions of family/home demands, and this in turn is related to family-to-work conflict and enhancement. Men holding relatively more traditional gender role attitudes may be more likely to think that it is their spouses' duty to take care of the family and home. Therefore, they may be reluctant to perform domestic tasks and may not feel any pressure or obligation to be involved in these tasks. Men with relatively more egalitarian gender role attitudes, however, may be more willing to share housework and childcare responsibilities with their spouses and therefore perceive these responsibilities more demanding. In contrast, women with more traditional gender role attitudes may be more likely to report higher levels of perceived family/home demands, because, they are more likely to assume much greater share of the domestic tasks, even when they have employed status. Women with relatively more egalitarian gender role attitudes, on the other hand, may well think that family domain tasks are the responsibilities of both parties and they should be shared equally. Thus, those with more egalitarian gender role attitudes are more likely to negotiate with their husbands to make them assume more responsibility at home and this would decrease the wives' amount of time spent on domestic responsibilities. In addition,

thinking that both spouses are equally responsible for domestic tasks, women with more egalitarian gender role attitudes may be less likely to perceive the family role as demanding as those having traditional gender role attitudes who think that they are the only ones to take care of the family and the home, therefore they should be perfect in fulfilling this function. Thus, the relationship between gender role ideology and perceptions of family/home demands is dependent on gender.

*Hypothesis 1:* Gender moderates the relationship between gender role ideology and perceptions of family/home demands; such that women with traditional gender role ideologies report higher levels of perceived family/home demands than women with egalitarian gender role ideologies, whereas the opposite of this relationship is expected for men.

In addition, it is expected that gender role ideology is related to family-to-work conflict and enhancement through its effects on perceived family/home demands.

*Hypothesis 2:* Gender role ideology is related to family-to-work conflict through its effects on perceptions of family/home demands.

*Hypothesis 3:* Gender role ideology is related to family-to-work enhancement through its effects on perceptions of family/home demands.

#### **1.4 Role Demands**

Role demands are defined as “structural or psychological claims associated with role requirements, expectations and norms to which individuals must respond or adapt by exerting physical or mental effort” (Voydanoff, 2004, p. 398). Noor (2003)



suggested that pressures associated with both family and work roles may lead to conflict between these domains. Lu and colleagues (2006) found that family demands predicted family-to-work conflict and work demands predicted work-to-family conflict in both UK and Taiwan. In many studies, significant relations between work demands and work interference with family; and between family demands and family interference with work were found (e.g., Boyar, Maertz, Mosley & Carr, 2008; Lu, Kao, Chang, Wu & Cooper, 2008; McElwain, Korabik, & Rosin, 2005; Voydanoff, 2005). These findings show a domain specific pattern, that is the relationship between work demands and family-work conflict was not as strong as that of work demands and work-family conflict (Madsen, John, & Miller, 2005; Voydanoff, 2005). Contradictory to these results, Keene and Reynolds (2005) found that work characteristics predicted family to work conflict better than family factors. They found that regardless of gender, demanding jobs were related to more negative family-to-work spillover. Finally, Britt and Dawson (2005) found objective and subjective measures of workload to be strongly related to work-family conflict in their study with a military sample.

Lu et al. (2008) stated that the well-established association between work/family demands and work-to-family/family-to-work conflict should be investigated in non-Western countries. In addition, Aycan (2008) suggested that the degree to which demands influence work-family conflict may vary across cultures. In the following two sections, literature regarding family/home demands and work demands are presented.

### **1.4.1 Family and Home Demands**

Family demands mainly involve child care and household maintenance (Lu et al., 2008). Objective indices of family and home demands studied in the work-family research have been mainly related to these responsibilities, and include number of children (Voydanoff, 1988; Noor, 2003), the age of the youngest child (Lu et al., 2006), number of children under 18 (Keene & Reynolds, 2005), ages of children (Voydanoff, 1988), employment status of the spouse (Lu et al., 2006), working hours of the spouse (Keene & Reynolds, 2005; Voydanoff, 1988), spouse's occupational status (professional/ managerial versus other), and hours spent on childcare and domestic work (Poelmans et al., 2003).

Having dependent children was found to be related to family-to-work conflict (Lu et al., 2008). Moreover, number of children was significantly associated with work-family conflict (Dierfdorff & Ellington, 2008). Family responsibility, involving maintenance of the house, planning family life and caring for children was found to be significantly associated with family-to-work interference (Shockley & Allen, 2007). It was also reported by McElwain et al. (2005) that family demands, measured by using a composite of kinship responsibilities involving child and dependent care, was related to family interference with work.

Above mentioned variables refer to objective/factual aspects of family/home demands. However, in addition to objective demand indices, individuals' own perceptions concerning how demanding a domain is (i.e., subjective perceptions of

family/home demands) may be quite critical. Boyar et al. (2008) argued that subjective perceptions of demands should be considered along with objective indices. They suggest that, demand must be subjectively experienced by the individual for it to affect work-to-family or family-to-work interference.

In the present study, to investigate the net effect of perceptions of family/home demands on family-to-work conflict and enhancement, the effects of objective indices of family/home demands are controlled for. Also, the logic behind controlling these objective indices of family/home demands is that it is investigated how gender role ideology affects perceptions of family/home demands after controlling for the effects of objective demands (e.g., number of children under 18, age of the youngest child, having paid support for housework, etc.). That is, the question is, everything being equal, is having a traditional gender role ideology associated with perceiving family/home responsibilities as being more demanding? The control variables were chosen on the basis of the relevant literature cited above to cover the family and home domain responsibility as much as possible.

In line with the previous research, it is expected that a high level of perceived family/home demands is related to higher levels family-to-work conflict. However, the nature of this relationship is expected to depend on individuals' core self-evaluations (see section 1.6). Moreover, it is expected that if the perceived demands associated with one domain is too excessive, strain may outweigh the rewards of occupying multiple roles, which makes enhancement unlikely. Therefore, a negative relation between perceptions of family/home demands and family-to-work

enhancement is expected, but again core self-evaluations are expected to moderate this relationship (see section 1.6).

#### **1.4.2 Work Demands**

Work demands are defined as a collection of prescribed tasks that are performed while occupying a position in an organization (Guerts & Demerouti, 2003 cited in Duxbury, Lyons, & Higgins, 2008). Work demand variables widely studied in relation to work-family interference in the literature have been working hours (e.g., Britt & Dawson, 2005; Lu et al., 2006; Noor, 2003; Voydanoff, 2005), conditions of work such as working overtime without advanced notice (Voydanoff, 2004), shift work (Voydanoff, 2005), overnight travel (Voydanoff, 2005), occupational status (Keene & Reynolds, 2005), job characteristics such as job demands, job autonomy, and scheduling flexibility (Keene & Reynolds, 2005); workload (Lu et al., 2006), subjective perceptions of work overload (Britt & Dawson, 2005), strain based demands such as job insecurity (Voydanoff, 2005), time pressure (Voydanoff, 2004), and workload pressure (Voydanoff, 2005).

The effects of work hours on work-to-family conflict has been reported in many studies (e.g., Grönlund, 2007; Hill, 2005; Ilies et al., 2007; Lu et al., 2008; McLoyd, Toyokawa, & Kaplan, 2008; Shockley, & Allen, 2007;). Presence of shift work was also significantly related to work-family conflict (McLoyd et al., 2008). Moreover, number of hours worked beyond the regular working time (Nikandrou, Panayatopoulou, & Apospori, 2008) and flexibility in work schedule (Dierdorff &

Ellington, 2008) were found to be related to work-family conflict. In addition, subjective work demands, including mental, emotional and quantitative work demands were found to be related to work-family conflict (Bakker, Demerouti, & Dollard, 2008). Thus, in the present study, the effects of both objective and subjective work demands are investigated in relation to work-to-family conflict and enhancement. Both subjective and objective work demands are expected to be related to work-to-family conflict, and work-to-family enhancement. Again, these relationships are expected to be moderated by core self-evaluations (see section 1.6).

### **1.5 Role Salience**

An identity is defined as a meaning that an individual attributes to self (or others attribute to that person) by holding a specific position. Identities are connected to the individual's roles and they make up the self (Stryker, 1968). These role identities have a hierarchical structure based on salience of each identity to the self. Other things being equal, behaviors related to an identity are expected to be displayed to the extent that the identity ranks higher in that hierarchy (Stryker, 1968).

The term "identity salience" is defined as the choices that people make among the collection of behaviors related to social roles (Stryker & Serpe, 1994). Role salience or importance is also referred to as role centrality (Martire, Stephens, & Townsend, 2000), role commitment (Niles & Goodnough, 1996), and personal involvement (Frone, Russell, & Cooper, 1995); and it provides individuals with meaning, purpose, and self-worth (Noor, 2004). Amatea et al. (1986) conceptualized

life role salience as personal role expectations involving the importance or value attached to participation in a role and the intended level of personal energy and time investment to enactment of a role.

Stryker and Serpe (1994) found that role salience was related to time invested in that role. According to Greenhaus and Powell (2003), role salience may have implications for engagement in a role and that a high level of salience of a role may lead to extensive participation in that role and that may in turn interfere with participation in the other role. Moreover, Cinamon and Rich (2002) suggested that contradicting demands from work and family domains would not cause conflict by themselves, rather the perceived conflict is dependent on the importance of the domain that is disturbed. Hence, role salience may be an important variable to consider in work-family research. Although limited in number, there are studies that investigated this construct. For example, there are studies examining the direct (e.g., Carlson & Kacmar, 2000; Frone et al., 1992b), indirect (e.g., Major, Klein, & Ehrhart, 2002), and moderator effects (e.g., Day & Chamberlain, 2006) of role salience on work-family interface. In terms of the direct effect, Frone et al. (1992b) found that family involvement significantly predicted family-to-work conflict. In addition, Carlson and Kacmar (2000) found that job involvement was significantly related to work-to-family conflict, and family involvement was significantly related to family-to-work conflict. Hammer and colleagues (1997) found that work involvement was significantly related to work-family conflict experienced by both men and women.

Regarding the indirect effect of role salience on work-family interface, Major et al. (2002) found that the relationship between career identity salience and work-family conflict was fully mediated by work time. In terms of the moderating effect, Boyar et al. (2008) found that the relationship between perceived work demands and work interference with family was stronger for those who perceive family as more central than work.

Cook (1994) stated that the priority of roles and how individuals perceive different roles are influenced by gender. Wiley (1991) reported that work identity is more salient to self for men than for women and that family identity is more salient to self for women than men and that family identity is more important than work identity for both men and women. Bielby and Bielby (1989) also reported that when women and men had similar work status, experiences, and domestic responsibilities, the commitment of women with work was as strong as that of men, and commitment of men with family was as strong as that of women. Furthermore, Biggs and Brough (2005) found that gender moderates the relationship between role salience and work-to-family and family-to-work conflict. That is, family role salience and conflict were positively related for women, whereas, they were negatively related for men.

To sum up, role salience is an important construct to study in relation to work-family research. However, consideration of role salience has been largely neglected in the work-family literature (Biggs & Brough, 2005). In the present study, the direct effect of family salience on family-to-work conflict is investigated, and the direct effect of work salience on work-to-family conflict is investigated. As suggested by

Greenhaus and Powell (2003) that high level of salience of a role may interfere with participation in the other role, it is expected that high level of family salience is related to family-to-work conflict, and high level of work salience is related to work-to-family conflict.

*Hypothesis 4:* Family salience is positively related to family-to-work conflict.

*Hypothesis 5:* Work salience is positively related to work-to-family conflict.

Ruderman et al. (2002) proposed that involvement in a role may provide opportunities to acquire new skills that may improve performance in the other role. Aryee et al. (2005) suggested that involvement in a role may motivate individuals to obtain resources such as skills and support that may enhance performance in both work and family domains. Therefore, in the current study, high level of family salience is expected to be related to family-to-work enhancement, and high level of work salience is expected to be related to work-to-family enhancement.

*Hypothesis 6:* Family salience is positively related to family-to-work enhancement.

*Hypothesis 7:* Work salience is positively related to work-to-family enhancement.

## **1.6 Core-Self Evaluations**

Core self-evaluations concept was introduced by Judge, Locke, and Durham (1997) and it was defined as “the fundamental assessments that people make about their worthiness, competence, and capabilities” (Judge, et al., 2005, p. 257). Core self-



evaluations concept includes four traits: self-esteem, generalized self-efficacy, neuroticism, and locus of control. Judge, Erez, Bono, and Thoresen (2002) suggested that these four traits have high inter-correlations, have similar patterns of correlations with other variables, and they do not add incremental validity over the common factor of core-self evaluations. Bono and Judge (2003) reviewed the literature and concluded that these four traits share many conceptual similarities, they have strong empirical relations, and they are indicators of a higher order factor.

Boyar and Mosley (2007) reported that up to date, there have been no study relating core self-evaluations to work-family interaction. They investigated the mediating role of work-family conflict and facilitation in the relationship between core self-evaluations and job satisfaction, and in the relationship between core self-evaluations and family satisfaction. Although they could not fully support the model, they found that core-self evaluations predicted work-to-family and family-to-work conflict. This was an important finding to show that core self-evaluations construct is relevant to work-family interaction.

Bono and Judge (2003) suggested that people having positive core self-evaluations may be more successful in overcoming obstacles by using better problem solving strategies. Judge and colleagues (2005) argued that individuals with positive self-regard should be less affected by external pressures, because, they think of themselves as being capable, worthy and competent. Individuals with positive core self-evaluations are more likely to perceive aspects of work and family in a positive way and they should be able to manage high demands associated with work and

family domains. Hence, positive core self-evaluations may act as a buffer between demands and stress (work-family conflict in this situation). Those with positive core self-evaluations are expected to experience less work-family conflict even in the presence of high demands. Therefore, it is expected that the nature of the relationship between role demands and work-family conflict is dependent on core self-evaluations. That is, demands are not related to work-family conflict for those with positive core self-evaluations, while demands are positively related to work-family conflict for those with negative core self-evaluations.

*Hypothesis 8:* Core self-evaluations moderate the relationship between perceptions of family/home demands and family-to-work conflict, such that perceptions of family/home demands are positively related to family-to-work conflict when core self-evaluations are negative, but not related to family-to-work conflict when core self-evaluations are positive.

*Hypothesis 9:* Core self-evaluations moderate the relationship between work demands and work-to-family conflict, such that work demands are positively related to work-to-family conflict when core self-evaluations are negative, but not related to work-to-family conflict when core self-evaluations are positive.

Furthermore, it was suggested that high core self-evaluations may predispose individuals to perceive highly demanding situations as a challenge and therefore motivate them to work harder to fulfill the responsibilities in both of the domains (Boyar & Mosley, 2007). Positive core self-evaluations may also motivate individuals to maximize the resources in both domains, and this may lead to work-family

enhancement. Thus, it is expected that core self-evaluations would decrease the negative effects of excessive demands on enhancement. That is, the relationship between role demands and work-family enhancement is expected to be moderated by core self-evaluations. When core self-evaluations are negative; the relationship between demands and enhancement is expected to be negative. However, when core self-evaluations are positive, the relationship between demands and enhancement is expected to be positive or nonsignificant.

*Hypothesis 10:* Core self-evaluations moderate the relationship between perceptions of family/home demands and family-to-work enhancement, such that perceptions of family/home demands are negatively related to family-to-work enhancement when core self-evaluations are negative, but not related to or positively related to family-to-work enhancement when core self-evaluations are positive.

*Hypothesis 11:* Core self-evaluations moderate the relationship between work demands and work-to-family enhancement, such that work demands are negatively related to work-to-family enhancement when core self-evaluations are negative, but not related to or positively related to work-to-family enhancement when core self-evaluations are positive.

## **CHAPTER 2**

### **PILOT STUDY- METHOD & RESULTS**

#### **2.1 Method**

##### **2.1.1 Participants**

A total of 73 working people participated in this study. Forty of them were women (54.8 %) and 33 were men (45.2 %). The age of the participants ranged from 21 to 68 years, with a mean of 38.12, median of 35.00, and a standard deviation of 11.10 years. In terms of marital status, 71 of the participants were married (97.3%) and two were single with children (2.7 %). Thirty four participants had a Ph.D., 15 had a master's degree, 21 had a bachelor degree, two had a two-year college degree, and one was a high school graduate. Sixty-one of the participants were employed in universities; 10 were employed in private sector organizations; one was working for the European Council, and one owned his/her own company. Twenty-one of participants were research assistants, 38 were academic personnel, two were project assistants, three were engineers, three were middle level managers, five were professionals, and one was a business owner.

##### **2.1.2 Design and Procedure**

After the approval of the Human Subjects Review Committee of the university in which the study was conducted the questionnaire package was administered to

academic personnel, research assistants, and administrative personnel holding at least a middle level managerial position at the university. Since the response rate was below the expected level after two months, a decision was made to collect data from adults attending a photography hobby class.

### **2.1.3 Measures**

#### **2.1.3.1 Gender Role Ideology**

To measure respondents' gender role attitudes, an 11 item scale was constructed by bringing together relevant items used in studies. While bringing these items together, the representation of the construct in terms of different domains such as a woman's role as a mother, wife or an employee was considered. Three of the items (i.e., "All in all, family life suffers when the woman has a full-time job," "A working mother can establish just as warm and secure relationship with her children as a mother who does not work," "A man's job is to earn money, a woman's job is to look after the home and family") are taken from Knudsen and Waerness's measure (2001). One item (i.e., "It is more important for a wife to help her husband's career than to have one herself") is from Ammons and Edgell (2007); one (i.e., "A woman should quit her job after having children") is from Lee (2005); one (i.e., "If both husband and wife work, they should share domestic responsibilities equally") is from Baxter (1997); and one (i.e., "It is acceptable if a woman has a career but marriage and family should always come first") from Burt's Sex-Role Stereotyping Scale

(1980). The remaining four items (i.e., “A model mother is one who always stays at home to take care of her children and housework as her main responsibilities,” “The employment of women leads to more family problems such as juvenile delinquency,” “Working wives help to raise the general standard of living,” “Working wives lose interest in their homes and families”) are from the revised version of Macke, Hudis, and Larrick’s scale (1978) used in Park and Liao’s (2000) study. All of the items require responding on a five point scale (1 = Strongly Disagree; 5 = Strongly Agree); and higher total scores on the scale indicate traditional attitudes, whereas lower scores indicate egalitarian gender role attitudes.

In the translation process of the items, first, two graduate students in the Industrial and Organizational Psychology program at METU translated the items into Turkish. Then, to test the conceptual equivalence of the items, items in English along with the two different translations that the graduate students provided were presented to a bilingual Ph.D. student, who was asked to check which of the two translations better reflected the original item in Turkish conceptually. Moreover, she was asked to write down if she had a different translation from the alternatives presented. Following this, the wording of the items were finalized by the thesis advisor and the researcher in the light of the suggestions of this bilingual person (See Appendix A for items in Turkish).

### **2.1.3.2 Work-Family Interaction**

Van Steenbergen, Ellemers, and Mooijart's scale (2007) was shortened and adapted to measure respondents' levels of work-family conflict and enhancement in both directions (work-to-family and family-to-work). The original scale was a multidimensional scale comprising 16 subscales; for both directions (work-to-family and family-to-work); both positive and negative effects of the interaction; and for four types of work-family interference (time-based, strain-based, behavioral, and psychological). Each subscale had three items making up a total of 48 items. The internal consistency estimates for these 16 subscales ranged between .59 and .92.

The adapted version of the scale was composed of 16 items (See Appendix B for items); one item was taken from each of the 16 subscales, making up four subscales; namely work-to-family conflict, work-to-family enhancement, family-to-work conflict, and family-to-work enhancement. The procedures related to the translation of the items into Turkish were the same as those conducted for the Gender Role Ideology scale. The items require responding on a five point scale (1 = Strongly Disagree; 5 = Strongly Agree).

### **2.1.3.3 Subjective Work Demands**

To measure subjective work demands, the items in the "Home Demands Scale" developed by Peeters, Montgomery, Bakker, and Schaufeli (2005) were adapted as to reflect work demands. In fact, Peeters et al. (2005) constructed their

home demands scale by taking the items from the Dutch Questionnaire on the Experience and Evaluation of Work (Van Veldhoven, de Jonge, Broersen, Kompier, & Meijman, 2002 cited in Peeters et al., 2005) and rewriting them in the form to reflect home and family related matters. Since, we could not find the original version and the items of the home demands scale were presented, we used the Peeters et al.'s (2005) method and converted those items to work related items. This scale consists of eight items and rated on a 5-point scale (1 = Never; 5 = Always). The procedures related to the translation of the items into Turkish were again the same as those conducted for the other two scales (See Appendix C for items).

#### **2.1.3.4 Perceptions of Family and Home Demands**

Thirteen items were developed by the researcher to tap the perceptions of participants regarding family and home demands. Five items were related to home demands (e.g., “It is hard to engage in housework”), five were related to childcare (e.g., “Dealing with children exhausts me”); and three items were related to taking care of an elderly, sick or disabled person (e.g., “Taking care of an elderly/sick/disabled person leaves no time for myself”) (See Appendix D for items). All of the items involved rating on a 5-point scale (1 = Strongly Disagree; 5 = Strongly Agree).



## **2.2 Results**

### **2.2.1 Overview**

In this section, the results of the factor analyses and reliability analyses conducted on the scales of gender role ideology, work-family interaction, subjective work demands, and perceptions of family/home demands are presented.

### **2.2.2 Gender Role Ideology**

First, an exploratory factor analysis with direct oblimin as the rotation method and principal components as the method for extraction was conducted on the scale. The initial solution was a three-factor solution. However, the correlations between the factors were exceeding .30; there were many crossloading items with comparable loadings from all or two of the three factors; and the percentage of variance explained by the first factor was four times larger than that of the second and the third factor, which suggested a one-factor solution. Moreover, examination of the scree plot also suggested a one-factor solution. Then, the analysis was conducted again by forcing it to one factor solution this time. All of the items had loadings larger than .30 on the first factor and the total variance explained by this factor was 42.57% (See Appendix E for factor analysis results). Hence, a decision was made to treat the scale as a unidimensional one. To further investigate the unidimensionality of the scale, a reliability analysis was conducted. Cronbach's  $\alpha$  for the 11 item-scale was .82. Hence, this scale was decided to be used in the main study.

### **2.2.3 Work-Family Interaction**

First, an exploratory factor analysis with direct oblimin as the rotation method and principal components as the extraction method was conducted. The initial solution was a five-factor solution. This solution, however, did not yield a clear picture in the pattern matrix. That is nine out of 16 items crossloaded. In addition, the fifth factor was moderately correlated with the first factor ( $r = -.34$ ), suggesting the redundancy of the fifth factor. Besides, although 67.52 % of the variance was explained by the five factors, 60.72 % of this variance was explained by the first four factors. Thus, it was clear that the fifth factor did not add much to the variance explained by the four-factor solution. For the reasons listed, the analysis was conducted by forcing the solution to four factors.

The pattern matrix was examined to see which items loaded on the same factors. There was again no meaningful pattern conceptually. The items that came together were conceptually belonging to different effects (conflict versus enhancement) or different directions (work-to-family versus family-to-work). To further investigate the problematic items, reliability analyses were conducted on the theoretically determined four groups of items. The four item family-to-work enhancement and the four-item work-to-family enhancement scales had acceptable internal consistencies, with Cronbach's  $\alpha$  of .75 and .63, respectively. Item total statistics were examined and it was also noted that deleting any of the items would not increase the  $\alpha$  meaningfully (not more than .01). In addition, there was no scale in

Turkish language that measured work-to-family or family-to-work enhancement.

Hence, it was decided that these scales would be used in the main study.

However, work-to-family conflict and family-to-work conflict scales had internal consistency estimates lower than the acceptable level, .45 and .36 respectively. Thus, a decision was made not to use these scales in the main study. Instead, the Turkish version of Netemeyer, Boles, and McMurrin's (1996) work-to-family conflict and family-to-work conflict scales were decided to be used in the main study. These two scales were adapted by Apaydın (2004), with internal consistency estimates of .86 and .82, respectively

#### **2.2.4 Subjective Work Demands**

First, an exploratory factor analysis with direct oblimin as the rotation method and principal components as the extraction method was conducted. The initial solution was a two-factor solution. However, the total variance explained by the first factor was 47.42 % and two of the eight items had crossloadings. Thus, the analysis was conducted by forcing the solution to one factor. Examination of the component matrix revealed that all of the items had moderate to high loadings on the first factor; that is the loadings ranged between .50 to .77 (See Appendix F for factor analysis results). Therefore, one-factor solution was accepted.

Next, the reliability analysis for the eight-item scale was conducted. Cronbach's  $\alpha$  was found to be .84. Therefore, the eight-item scale was decided to be used in the main study.

### **2.2.5 Perceptions of Family and Home Demands**

Reliability analyses were conducted for the three measures of perceptions of family and home demands. Cronbach's  $\alpha$  for the five-item home demands measure was .70; and that of childcare demands measure was .80. However, as only six participants responded to the three items related to taking care of an elderly, sick or disabled person, internal consistency estimate of this scale ( $\alpha = .86$ ) should be interpreted cautiously.

## **CHAPTER 3**

### **MAIN STUDY - METHOD**

#### **3.1 Method**

##### **3.1.1 Participants**

A total of 293 married career women and men participated in the study. There were 153 women (52.2 %) and 126 men (43 %), and 14 participants did not indicate their gender (4.8 %). Ages of participants varied between 23 and 66, with a mean of 40.80, median of 40.00, and a standard deviation of 9.65 years. In terms of education level, 94 (32.1 %) had a Ph.D. (54 women; 40 men), 37 (12.6 %) had a master's degree (19 women; 18 men), 140 (47.8 %) had a bachelor degree (78 women; 62 men), and seven (2.4 %) had a two-year college degree (2 women; 5 men). Fifteen participants (5.1 %) did not indicate their education levels. Ninety-nine (33.8 %) participants were academic personnel (56 women; 43 men), 120 (39.6 %) of them were professionals (69 women; 51 men), 51 (17.4 %) of them were middle level managers (24 women; 27 men), and six (2 %) of them were higher level managers (1 woman; 5 men). Seventeen (5.8 %) participants did not indicate their profession.

##### **3.1.2 Design and Procedure**

At first, the web-based format of the questionnaire was prepared on the web site of a professional survey design service ([www.questionpro.com](http://www.questionpro.com)). Available e-

mails of the academic personnel of some universities in Turkey (namely Ege, Dokuz Eylül, Marmara, İstanbul, Gazi, Ankara, and Hacettepe Universities) were obtained from the webpages of these schools and the link of this survey along with a short description about the study was e-mailed to the lists. In addition, a convenience sampling approach was used by asking friends and colleagues to pass the link of the on-line survey to their married friends and family members with a career.

Furthermore, to achieve the intended sample size of 300, the questionnaire packages were distributed to the students of undergraduate Industrial Psychology course, by defining the target population. The students collected one bonus points to be added to their final score on the course upon bringing three filled out questionnaires. The bonus points that could be collected were limited to three points, making up nine questionnaires for each student.

To avoid response sets, items in all of the scales, except perceptions of work and family demands, were mixed and presented under the same section in the questionnaires. Still, all of the scales displayed acceptable internal consistency.

In addition, the participants who filled out the questionnaire online ( $N = 172$ , 58.7 %) and those who filled out the paper pencil forms administered via undergraduate students ( $N = 121$ , 41.3 %) were compared on the main variables of the present study. Separate one-way ANOVAs were conducted with gender role ideology, work-to-family conflict, family-to-work conflict, work-to-family enhancement, family-to-work enhancement, subjective work demands, perceptions of family/home demands, work salience, family salience, and core self-evaluations as the

dependent variable. Except for one variable, namely subjective work demands, none of the comparisons revealed significant differences. The groups were only marginally significantly different on subjective work demands variable,  $F(1,284) = 3.92, p = .049$ . Given the number of comparisons made, the observed difference on one measure only was not statistically unexpected. Therefore, it was decided that there was no problem in combining the samples and all of the analyses were conducted on this combined sample.

### **3.1.3 Measures**

#### **3.1.3.1 Gender Role Ideology**

The measure adapted in the pilot study for assessing gender role attitudes was used in this study. Higher scores on this scale indicated traditional gender role attitudes, whereas low scores indicated egalitarian attitudes in terms of gender roles. All of the items involved responding on a five point scale (1 = Strongly Disagree.; 5 = Strongly Agree).

A confirmatory factor analysis with LISREL 8.8 was conducted on this scale to examine the appropriateness of the data to the one factor model. The  $\chi^2$  statistic indicated significant differences between the observed and the estimated matrices  $\chi^2(44) = 168.07, p < .001$ , but the  $\chi^2$ :d.f. ratio was well below the suggested convenience of 5:1 ratio (Tabachnick & Fidell, 2007). In addition, the relative fit indices were acceptable, GFI = .90, AGFI = .85, RMSEA = .10, SRMR = .068, CFI = .94. In this

model, 11<sup>th</sup> item (i.e., “It is acceptable if a woman has a career but marriage and family should always come first” from Burt’s Sex-Role Stereotyping Scale, 1980) had the lowest loading of .32 and also only deleting this item would increase the Cronbach’s  $\alpha$  as the item-total statistics indicated in the reliability analysis. Therefore, this item was eliminated from further analyses. After deleting this item, the model fit statistic was again significant  $\chi^2(35) = 125.89, p < .001$ , but the 5:1 criterion was met. Moreover, the relative fit indices were acceptable, GFI = .92, AGFI = .87, RMSEA = .097, SRMR = .06, CFI = .95 (See Appendix G for CFA results). The loadings of the items ranged between .34 and .86 and Cronbach’s  $\alpha$  for the remaining 10 items was .87.

### **3.1.3.2 Work-to-Family and Family-to-Work Conflict**

Netemeyer, Boles, and McMurrin’s (1996) work-family conflict and family-work conflict scales were used in this study. Apaydın (2004) adapted the Turkish version of this scale and reported Cronbach’s  $\alpha$  of .86 for the five-item work-family conflict measure and .82 for the five-item family-work conflict measure. The items required responding on a five point scale (1 = Strongly Disagree; 5 = Strongly Agree); and higher values on both of the measures indicated higher levels of the type of conflict assessed by the measure. The internal consistency estimates for the work-to-family and the family-to-work conflict measures were .80 and .74, respectively (See Appendix H for items).



### 3.1.3.3 Work-to-Family and Family-to-Work Enhancement

To measure work-to-family and family-to-work enhancement, items from the corresponding subscales of the instrument adapted in the preliminary study (Van Steenbergen, Ellemers, & Mooijart, 2007) and additional two items written by the researcher for each construct were used (See Appendix I for items). All of the items required responding on a five point scale (1 = Strongly Disagree.; 5 = Strongly Agree). Higher values on both of the measures indicated higher levels of the type of enhancement (work-to-family versus family-to-work) assessed by the measure.

A confirmatory factor analysis was conducted on the 12 item work-to-family and family-to-work enhancement scale to examine the appropriateness of the data to the two-factor structure. In the initial analysis, the model fit statistic was significant ,  $\chi^2(53) = 155.00, p < .001$ , but the  $\chi^2$ :d.f. ratio was below the 5:1 criterion (Tabachnick & Fidell, 2007). Moreover, the relative fit indices were acceptable GFI = .91, AGFI = .87, RMSEA = .08, SRMR = .07, CFI = .94. However, examination of modification indices revealed that adding a path from one item tapping family-to-work enhancement to work-to-family enhancement latent variable, and adding a path from one item that reflects work-to-family enhancement to family-to-work enhancement latent variable would result in the highest amount of decrease in the chi-square value. Since, this may mean that the participants perceived these items in the other domain rather than the intended, these items were eliminated from further analysis not to confound the results. After these items were excluded, the two factor model yielded again a significant model fit statistic,  $\chi^2(34) = 95.72, p < .001$ , but the

$\chi^2$ :d.f. ratio was well below 5:1. In addition, the relative fit indices were enhanced after these two items were eliminated, GFI = .93, AGFI = .89, RMSEA = .08, SRMR = .068, CFI = .94. Therefore, the two factor model was accepted. Cronbach's  $\alpha$  for five-item work-to-family enhancement measure was .77 and that of five-item family-to-work enhancement measure was .68 (See Appendix J for CFA results).

#### **3.1.3.4 Subjective Work Demands**

The eight-item measure that was adapted in the preliminary study was used to assess subjective work demands. Items of the scale involve responding on a 5 point frequency scale (1 = Never; 5 = Always) and higher scores from this scale indicated higher levels of perceived work demands.

A confirmatory factor analysis was conducted on this scale as well to investigate the appropriateness of the data to the one factor model. In the initial analysis, the model fit statistic was significant and the fit indices were relatively low. One of the suggestions of modification indices were implemented, that is an error covariance was added between two items because these items were conceptually very close (i.e., "I sometimes get frustrated about things concerning my work life" and "Emotional issues arise at my work"). After this modification, the model fit statistic was still significant,  $\chi^2(19) = 117.67, p < .001$ , but the relative fit indices were acceptable, GFI = .90, AGFI = .82, SRMR = .07, CFI = .93, therefore one factor

model was accepted (See Appendix K for CFA results). In the main study, Cronbach's  $\alpha$  for this measure was .84.

### **3.1.3.5 Objective Work Demands**

An objective work demand form was developed by using the most commonly used indicators of objective work demands in the literature. Three of the questions were dichotomous: whether the job requires going to work at the weekends, whether there is off-duty working hours, and whether the job involves shift work. Two questions were continuous items (i.e., the average number of working hours and the average number of off-duty working hours). The final two items involved responding on a five point scale. The first one is "To what extent you can arrange your working hours" (1 = Completely out of my control; 5 = I arrange my working hours); and the second one is "How often does your job require traveling?" (1= Never; 5 = Almost every week). The responses to the former were reversed, therefore higher values on the composite work demands score indicated higher levels of work demands.

### **3.1.3.6 Perceptions of Family and Home Demands**

The instrument developed in the preliminary study was used to measure perceptions of family and home demands. Cronbach's  $\alpha$  for the five item home demands measure was .88; for the five item childcare demands was .84; and for the three item measure on the demands related to taking care of an elderly/sick/disabled

person was .74. ( $N = 36$ ). All of the items were measured on a five point scale (1 = Strongly Disagree; 5 = Strongly Agree) and higher scores on the measures indicated higher levels of perceived family and home demands.

In the final analyses, the scores on these three scales were averaged to make up the perceptions of family and home demands variable. These 13 items had a Cronbach's  $\alpha$  of .92.

### **3.1.3.7 Objective Family and Home Demands**

An objective family and home demand form was developed by using the most commonly used indicators of objective home and family demands in the literature. Except for time spent on housework in some of the analyses, all of the questions in this section were used as control variables. These were having paid support for housework or not and the frequency of having it; number and ages of children; having support for childcare or not and the source of the support for childcare; the presence of an elderly/sick/disabled person in need of care living with them; to what extent this person needs care, and having paid support to take care of this person or not.

### **3.1.3.8 Work Salience**

The salience of work role was measured by Kanungo's (1982) six item work involvement scale ( $\alpha = .75$ ). Work role salience is operationalized as work involvement in most studies in the literature (e.g., Rothbard & Edwards, 2003), and

involvement in a role and centrality of a role to identity have been used interchangeably (e.g., Kanungo, 1982). The Turkish version of the scale was adapted by Aycan and Balçı (2001), who used the whole 11 item scale that assessed both job and work involvement; and internal consistency coefficient for the six item work involvement scale was not provided. In the present study, Cronbach's  $\alpha$  for the six item scale was .64. Items required responding on a five point scale (1 = Strongly Disagree; 5 = Strongly Agree) and higher scores on this measure indicated higher levels of work salience (See Appendix L for items).

### **3.1.3.9 Family Salience**

To measure family role salience, items of the work salience scale was used by replacing the word “work” with “family” (See Appendix M for items). Cronbach's  $\alpha$  for the six item scale was .74.

### **3.1.3.10 Core Self-Evaluations**

The adapted version of the core-self evaluations scale (Judge, Bono, Erez, & Thoresen, 2003) was used in this study. The scale consisted of 12 items (See Appendix N for items) and was scored on a five point scale (1 = Strongly Disagree; 5 = Strongly Agree). Internal consistency coefficients for the samples used in that study ranged between  $\alpha = .81$  and  $\alpha = .87$ . Bayazit (2003) adapted the scale to Turkish, and reported an internal consistency estimate of .74.

## CHAPTER 4

### MAIN STUDY - RESULTS

#### 4.1 Overview

Results of the analyses are presented in four sections: (1) bivariate correlations between the study variables and descriptive statistics; (2) hypothesis testing regarding the family side of the proposed framework; (3) hypothesis testing regarding the work side of the framework; and (4) additional, exploratory analyses.

In the first section, significant correlates of the major outcome variables of the study, namely work-to-family conflict, work-to-family enhancement, family-to-work conflict and family-to-work enhancement, are investigated. In addition, means, standard deviations, and internal consistency reliabilities of the study variables are presented.

In the second section, results concerning the testing of the hypotheses in the family side of the framework are presented (i.e., Hypotheses 1- 4, 6, 8, 10). In this section, first, the moderating role of gender on the relationship between gender role ideology and perceptions of family/home demands is examined. Then, indirect effect of gender role ideology and the direct effect of family salience on family-to-work conflict are investigated. Following these, the moderating effect of core self-evaluations between perceptions of family/home demands and family-to-work conflict is analyzed. Finally, all of the above analyses are repeated for the family-to-work enhancement (as opposed to conflict) as the outcome variable.

In the third section, results of the analyses conducted to test the hypotheses in the work side of the framework are presented (i.e., Hypotheses 5, 7, 9, 11). The direct effects of work salience on work-to-family conflict are examined. Next, the moderating effect of core self-evaluations on the relationship between work demands and work-to-family conflict is investigated by using a moderated regression analysis. Finally, all of these analyses are repeated by using work-to-family enhancement as opposed to work-to-family conflict as the outcome variable.

In the final section, a number of exploratory analyses are presented. These analyses included the examination of 1) the effect gender role ideology on the perceived division of labor on housework and the moderating effect of gender in the relationship between gender role ideology and division of labor on housework; and 2) the moderating effect of gender on the relationship between gender role ideology and family-to-work conflict.

#### **4.2 Correlations between the Study Variables and Descriptive Statistics**

The correlations between all of the study variables along with descriptive statistics and reliabilities are presented in Table 4.1. As can be seen from the table, increases in age were associated with decreases in family-to-work enhancement and family salience, but increases in work salience. Level of education was associated with gender role ideology only, that is, higher level of education was related to adopting more egalitarian gender role attitudes. Finally, when the significant correlates of gender was examined, it was observed that men were more likely to

report traditional gender role ideology, lower levels of perceived family/home demands, and lower work-to-family enhancement. Interestingly, men were more likely to experience higher levels of work-to-family and family-to-work conflict.

Not surprisingly, three of the objective work demand variables, namely working at weekends, number of hours worked per day, and frequency of travelling for work were positively related to work-to-family conflict. However, presence of off-duty working, shift work, and number of off-duty working hours, which were frequently reported in the literature as correlates of work-to-family conflict (e.g., Nikandrou et al., 2008), were not significantly associated with work-to-family conflict. In addition, none of the objective work demand variables were significantly correlated with work-to-family enhancement. Finally, subjective work demands were positively correlated with both work-to-family conflict and work-to-family enhancement as expected.

In addition to work domain variables, some of the family/home domain variables were significantly related to work-to-family conflict. As age of the youngest child decreased, and perceptions of family/home demands increased participants reported higher levels of work-to-family conflict experiences. On the other hand, having paid support for housework and average time spent on housework a day had positive correlations with work-to-family enhancement.

When the significant correlates of family-to-work conflict and enhancement were examined, it was found that none of the objective family/home demand indices were significantly related to family-to-work conflict. However, having paid support



for housework was positively, and frequency of having paid support for housework and age of the youngest child were negatively related to family-to-work enhancement. It was an interesting finding that these variables were not related to conflict, rather they were only associated with enhancement. Moreover, it was surprising that while having paid support was positively associated with family-to-work enhancement, the frequency of it was negatively associated with enhancement. Finally, perceptions of family/home demands was positively related to family-to-work conflict and negatively related to family-to-work enhancement.

When the work domain correlates of family-to-work conflict and with family-to-work enhancement were examined, it was found that subjective work demands were positively associated with both family-to-work conflict and with family-to-work enhancement. Additionally, as the number of off-duty working hours increased, participants reported lower levels of family-to-work enhancement.

Concerning the individual difference variables, positive core self-evaluations were associated with lower levels of perceived family/home demands, and more egalitarian gender role ideology. Moreover, as expected, positive core self-evaluations were found to be significantly related to lower levels of work-to-family conflict and family-to-work conflict. Positive core-self evaluations were also found to be associated with higher levels of work-to-family enhancement and family-to-work enhancement.

When the significant correlations between gender role ideology and the main variables of the present study were examined, it was observed that, traditional gender

role attitudes were associated with higher levels of work-to-family and family-to-work conflict. In contrast, egalitarian gender role ideology was associated with higher levels of work-to-family enhancement.

As expected, work salience was positively related to both work-to-family conflict and work-to-family enhancement. In addition, work salience was positively associated with family-to-work conflict, but not related to family-to-work enhancement.

Similarly, family salience was also positively correlated with both family-to-work conflict and family-to-work enhancement. Moreover, as in the case of work salience, family salience was positively related to work-to-family conflict, but not associated with work-to-family enhancement.

Finally, work-to-family conflict was positively correlated with family-to-work conflict and negatively correlated with work-to-family enhancement. However, the relationship between family-to-work conflict and family-to-work enhancement was positive, but, not significant. Moreover, work-to-family enhancement was positively related to family-to-work enhancement.

In addition to correlations, the means of the participants' responses on the main study variables were examined. It can be observed that the participants of the present study had a tendency toward egalitarian gender role attitudes as the mean is lower than the middle point of the scale. In addition, they tend to have positive core self-evaluations since the mean was higher than the scale's middle point and close to the positive end. Furthermore, it can be stated that family was more salient than work

for this sample according to the means. Finally, work-to-family enhancement was more prevalent than work-to-family conflict, and similarly, family-to-work enhancement was more prevalent than family-to-work conflict.

Table 4.1 Correlations, Means, Standard Deviations and Reliabilities of the Study Variables

Variables	1	2	3	4	5	6	7	8	9	10	11	12	13
1 Gender	-												
2 Age	.19**	-											
3 Level of Education	-.04	.28**	-										
4 Having Paid Support for Housework	-.15*	.09	.20**	-									
5 Frequency of Having Paid Support	-.05	.10	.19*	.18*	-								
6 Time Spent on Housework A Day	-.19**	.19**	.07	-.10	-.14	-							
7 Number of Children Under 18	.09	-.18**	-.16*	.02	.23**	.01	-						
8 Age of The Youngest Child	.11	.81**	.11	.00	.01	.09	-.31**	-					
9 Having Support for Childcare	-.15*	-.28**	-.01	.24**	.26**	-.05	.29**	-.41**	-				
10 Working at Weekends	.19**	.05	-.07	-.12*	.03	.00	.01	.08	.04	-			
11 Number of Working Hours A Day	.20**	-.08	-.09	-.02	.13	-.08	.07	-.10	-.07	.17**	-		
12 Presence of Off-Duty Working	-.01	.07	.31**	-.07	.14	.02	-.12	.05	.12	.14*	.03	-	
13 Number of Off-Duty Working Hours	.04	.18*	.20*	.01	-.10	.08	-.10	.13	-.19*	.20**	.03	.02	-
14 Presence of Shift-Work	-.01	-.17**	-.13*	-.06	-.12	.02	-.03	-.13*	-.09	.24**	-.02	.20**	.02
15 Control Over Work Hours	-.12*	-.10	-.19**	-.08	-.11	-.01	-.04	.03	-.17*	-.14*	-.04	-.16**	-.20**
16 Frequency of Traveling for Work	.19**	.06	.17**	-.14*	.08	-.17**	-.02	.02	-.01	-.02	.21**	.21**	.05
17 Core Self-Evaluations	-.05	.06	.04	.14*	.02	-.01	.04	.08	.01	-.07	-.11	-.03	.00
18 Gender Role Ideology	.31**	-.06	-.13*	-.17**	-.09	-.02	.12	-.08	-.02	.06	.19**	-.09	.12
19 Work Salience	.04	.12*	.02	.11	-.01	.05	-.02	.15*	-.03	.07	.02	.07	.10
20 Family Salience	.14*	-.17**	-.09	.03	-.05	.04	.11	-.15*	.12	.01	.03	-.09	-.27**
21 Subjective Work Demands	-.06	-.10	.08	.10	.07	-.08	.01	-.11	.10	.12*	.25**	.20**	.06
22 Perceptions of Family/Home Demands	-.21**	-.10	.06	.00	.08	.20**	.24**	-.15*	.18*	-.09	-.05	-.05	-.06
23 Work-to-Family Conflict	.18**	-.11	.05	-.08	.06	-.01	.12	-.14*	.08	.23**	.16**	.10	.06
24 Family-to-Work Conflict	.14*	-.04	.05	-.02	.01	.05	.13	-.05	.11	.10	.06	-.01	.02
25 Work-to-Family Enhancement	-.28**	.03	-.03	.23**	-.03	.12*	-.04	.04	.09	-.01	.01	.09	-.10
26 Family-to-Work Enhancement	-.06	-.15*	-.10	.14*	-.16*	.07	-.02	-.16**	.02	.03	.07	-.06	-.19*
Mean	-	40.8	-	-	7.94	1.91	1.35	8.99	-	-	8.68	-	2.44
Standard Deviation	-	9.65	-	-	8.4	1.13	0.48	8.33	-	-	1.78	-	1.41

Table 4.1 Continued

Variables	14	15	16	17	18	19	20	21	22	23	24	25	26
14 Presence of Shift-Work	-												
15 Control Over Work Hours	.01	-											
16 Frequency of Traveling for Work	-.05	-.17**	-										
17 Core Self-Evaluations	-.15*	.01	.01	<b>.79</b>									
18 Gender Role Ideology	.10	-.03	.14*	-.29**	<b>.87</b>								
19 Work Saliency	.13*	-.08	.17**	-.08	.21**	<b>.64</b>							
20 Family Saliency	.05	.07	.07	.01	.11	-.07	<b>.74</b>						
21 Subjective Work Demands	.02	.05	.18**	-.09	.02	.10	.23**	<b>.84</b>					
22 Perceptions of Family/Home Demands	.02	.11	-.12	-.31**	.09	.06	.10	.23**	<b>.92</b>				
23 Work-to-Family Conflict	.10	.02	.14*	-.42**	.41**	.20**	.21**	.39**	.36**	<b>.80</b>			
24 Family-to-Work Conflict	.11	.00	.08	-.30**	.30**	.13*	.27**	.16**	.26**	.48**	<b>.74</b>		
25 Work-to-Family Enhancement	.01	.02	.08	.28**	-.25**	.20**	.08	.21**	-.02	-.12*	.03	<b>.77</b>	
26 Family-to-Work Enhancement	.09	.06	.08	.24**	-.06	-.05	.42**	.16**	-.12*	-.01	.09	.42**	<b>.68</b>
Mean	-	3.31	2.00	3.74	1.82	2.49	3.46	3.54	2.61	2.79	2.56	3.52	3.77
Standard Deviation	-	1.22	.94	.52	.69	.60	.72	.63	.83	.81	.76	.79	.70

Note. Gender 1 = Women, 2= Men; Level of Education 1= Primary School, 2= Secondary School, 3= High School, 4= Two-year College Degree, 5= Bachelor's Degree, 6= Master's Degree, 7= Ph.D. Dichotomous Variables (Having Paid Support for Housework, Having Support for Childcare, Working at Weekends, Presence of Off-Duty Working, Presence of Shift-Work) 1 = No, 2 = Yes. Control Over Work Hours 1 = I arrange my working hours; 5 = Completely out of my control. Frequency of Traveling for Work 1 = Never; 5 = Almost every week. Continuous Variables (Core Self-Evaluations, Gender Role Ideology, Work Saliency, Family Saliency, Perceptions of Family/Home Demands, Work-to-Family Conflict, Family-to-Work Conflict, Work-to-Family Enhancement, Family-to-Work Enhancement) measured on 5-point Likert Scale 1= Strongly Disagree; 5= Strongly Agree. Subjective Work Demands measured on a frequency scale 1= Never; 5= Always. Reliabilities are presented at the diagonal in bold. \* $p < .05$ , \*\* $p < .01$

### **4.3 Hypothesis Testing Concerning Family-to-Work Framework**

The proposed relations between the variables in the family side of the proposed framework are depicted in Figure 1.1. All of the analyses in this section were conducted after controlling for the effects of objective family and home demands, namely having paid support for housework; the frequency of having paid support for housework; the average time spent on housework a day; number of children under 18; age of the youngest child; and having support for childcare or not. Three items on elderly/sick/disabled care, (i.e., the presence of an elderly/sick/disabled person in need of care living with them, to what extent this person needs care, and having paid support to take care of this person) were not included in the analyses as control variables due to disproportionately small number of respondents ( $N = 11$ ) reporting having to take care of an elderly/sick/disabled person at home. Furthermore, to avoid potential confounding problems, respondents with data on elderly care were excluded from further analyses, leaving 282 participants for hypothesis testing in the family-to-work framework.

#### **4.3.1 Testing the Moderating Effect of Gender**

Hypothesis 1 states that gender moderates the relationship between gender role ideology and perceptions of family/home demands. A moderated regression analysis was conducted to test this hypothesis. The effect of gender (1 = Women; 2 = Men) on perceived family/home demands was significant ( $\beta = -.22$ ,  $t = -2.22$ ,  $p < .05$ ). However, the effect of the interaction term was not significant, therefore Hypothesis 1

was not supported. This means that the nature of the relationship between gender role ideology and perceptions of family/home demands was not significantly different for men and women, but, women tended to perceive family/home responsibilities as more demanding.

#### **4.3.2 Family-to-Work Conflict as the Outcome Variable**

In this section, results of the analyses with family-to-work conflict as the outcome variable are presented. That is, analyses investigating 1) the indirect effect of gender role ideology on family-to-work conflict, 2) the direct effect of family salience on family-to-work conflict, and 3) the moderating effect of core self-evaluations on the relationship between perceptions of family/home demands and family-to-work conflict are presented.

##### **4.3.2.1 Indirect Effect of Gender Role Ideology**

Hypothesis 2 states that perceptions of family/home demands mediate the relationship between gender role ideology and family-to-work conflict. To test this hypothesis, a series of multiple regression analyses were conducted.

The proposed mediating effect was tested by using the rules offered by Baron and Kenny (1986). That is, to conclude that a variable mediates the relationship between an IV and a DV, first, the relationship between IV and the DV should be significant; second, that of mediator and DV should be significant; third, that of IV and the proposed mediator should be significant; and finally, the magnitude of the

relationship between IV and the presumed DV should significantly diminish when IV and mediator are entered together in the multiple regression analysis. Therefore, first, the relationship between gender role ideology and family-to-work conflict was investigated, and it was found to be significant ( $\beta = .30, t = 3.18, p < .01$ ). Next, the relationship between the proposed mediator, namely perceptions of family/home demands and family-to-work conflict was examined. It was found that perceptions of family/home demands significantly predicted family-to-work conflict ( $\beta = .25, t = 2.49, p < .05$ ), see Table 4.2. Following this, the relationship between the IV and the proposed mediator was investigated, and it was found that gender role ideology failed to predict perceptions of family/home demands. Thus, no more analysis was

*Table 4.2. Results of the Analyses for Testing Hypothesis 2*

	<i>Beta</i>	<i>t</i>	<i>Sig.</i>	<i>R<sup>2</sup></i>	<i>R<sup>2</sup></i> <i>Change</i>	<i>Sig. R<sup>2</sup></i> <i>Change</i>
Step 1				.025		
Having Paid Support for Housework	-.04	-0.35	.724			
Frequency of Having Paid Support	-.03	-0.26	.794			
Time Spent on Housework Per Day	.04	0.45	.652			
Number of Children Under 18	.10	0.94	.351			
Age of the Youngest Child	.02	0.15	.880			
Having Support for Childcare	.11	0.94	.351			
Step 2				.109	.084	.002
Gender Role Ideology	.30	3.20	.002			
Step 2*				.078	.053	.014
Perceived Family/Home Demands	.25	2.49	.014			

*\*This was a separate analysis.*



conducted to test the mediation, and therefore, Hypothesis 2 was rejected. In addition it was found that traditional gender role ideology and high levels of perceived family/home demands were associated with increased family-to-work conflict.

Rejection of this hypothesis regarding the indirect effect of gender role ideology and the finding that gender role ideology is significantly related to family-to-work conflict show that gender role ideology has a direct influence on family-to-work conflict, rather than an indirect effect. Those holding traditional gender role ideologies reported higher levels of family-to-work conflict.

#### **4.3.2.2 Direct Effect of Family Salience**

Hypothesis 4 states that family salience is positively related to family-to-work conflict. To test this hypothesis, a hierarchical regression analysis was conducted by entering the control variables (objective family/home demands) in the first step and family salience in the second step. It was found that family salience was significantly and positively related to family-to-work conflict ( $\beta = .26, t = 2.73, p < .01$ ). Therefore, hypothesis 4 was supported, meaning that a high level of family salience is associated with increased family-to-work conflict.

#### **4.3.2.3 Testing the Moderating Effect of Core Self-Evaluations**

It was proposed in Hypothesis 8 that the relationship between perceptions of family/home demands and family-to-work conflict is moderated by core self-

evaluations, that is perceptions of family/home demands are positively related to family-to-work conflict when core self-evaluations are negative, but not related to family-to-work conflict when core self-evaluations are positive. To test this hypothesis, a moderated regression analysis was conducted.

In this analysis, first, both of the predictors, namely perceptions of family/home demands and core self-evaluations were centered. Then, the interaction term was computed by having the product of the centered perception of family/home demands variable and centered core self-evaluations. Then, a hierarchical regression analysis was conducted by entering the centered individual variables in the first step and the interaction term in the second step. The effect of core self evaluations on family-to-work conflict was found to be significant ( $\beta = -.26, t = -2.71, p < .01$ ), but that of the interaction term was not significant. Thus, Hypothesis 8 was not supported. The results revealed that positive core self-evaluations were related to lower levels of family-to-work conflict. However, the nature of the relationship between perceptions of family/home demands and family-to-work conflict did not depend on core self-evaluations.

#### **4.3.3 Family-to-Work Enhancement as the Outcome Variable**

In this section, results of the analyses with family-to-work enhancement as the outcome variable are presented. That is, analyses investigating 1) the indirect effect of gender role ideology on family-to-work enhancement, 2) the direct effect of family salience on family-to-work enhancement, and 3) the moderating effect of core self-

evaluations on the relationship between perceptions of family/home demands and family-to-work enhancement are presented.

#### **4.3.3.1 Indirect Effect of Gender Role Ideology**

Hypothesis 3 states that gender role ideology is related to family-to-work enhancement through its effect on perceptions of family/home demands. To test this hypothesis, a series of multiple regression analyses were conducted. First, a regression analysis was conducted with gender role ideology as the predictor and family-to-work enhancement as the dependent variable. However, this relationship was not significant.

Moreover, the relationship between the proposed mediator, perceptions of family/home demands and family-to-work enhancement was examined, and it was found that perceptions of family/home demands were negatively but not significantly related to family-to-work enhancement. Therefore Hypothesis 3 was not supported. These results revealed that gender role ideology did not relate to family-to-work enhancement, either directly, or indirectly. In addition, although negative, the relationship between perceptions of family/home demands and family-to-work enhancement failed to reach significance.

### 4.3.3.2 Direct Effect of Family Salience

Hypothesis 6 states that family salience is positively related to family-to-work enhancement. Hierarchical regression analysis revealed that after controlling for the objective family/home demands, family salience was positively related to family-to-work enhancement ( $\beta = .40, t = 4.72, p < .001$ ), see Table 4.3. Thus, Hypothesis 6 was supported; meaning that higher salience of family was related to increased family-to-work enhancement.

*Table 4.3. Regression of Family-to-Work Enhancement on Family Salience*

	<i>Beta</i>	<i>t</i>	<i>Sig.</i>	<i>R<sup>2</sup></i>	<i>R<sup>2</sup> Change</i>	<i>Sig. R<sup>2</sup> Change</i>
Step 1				.092		
Having Paid Support for Housework	.20	2.03	.044			
Frequency of Having Paid Support	-.16	-1.62	.109			
Time Spent on Housework Per Day	.08	0.83	.406			
Number of Children Under 18	-.03	-0.28	.779			
Age of the Youngest Child	-.20	-1.91	.059			
Having Support for Childcare	-.06	-0.52	.601			
Step 2				.247	.155	.000
Family Salience	.40	4.72	.000			

### 4.3.3.3 Testing the Moderating Effect of Core Self-Evaluations

Hypothesis 10 states that core self-evaluations moderate the relationship between perceptions of family/home demands and family-to-work enhancement. That is perceived family/home demands are negatively related to family-to-work

enhancement when core self-evaluations are negative; but, nonsignificantly or positively related to family-to-work enhancement, when core self-evaluations are positive. To test this hypothesis, a moderated regression analysis was conducted.

The results revealed that the effect of core self-evaluations was significant ( $\beta = .21, t = 2.19, p < .05$ ). However, the effect of the interaction term was not significant, rejecting Hypothesis 10. This means that positive core self-evaluations were associated with higher levels of family-to-work enhancement. However, the nature of the relationship between perceptions of family/home demands and family-to-work enhancement did not depend on core self-evaluations.

#### **4.4 Hypothesis Testing Concerning Work-to-Family Framework**

In the work side of the proposed framework (see Figure 1.2), it was hypothesized that work salience and work demands directly predict work-to-family conflict and work-to-family enhancement. In addition, it was hypothesized that core self-evaluations would moderate the relationship between work demands and work-to-family conflict; and between that of work demands and work-to-family enhancement.

##### **4.4.1 Work-to-Family Conflict as the Outcome Variable**

In this section, the results of the analyses with work-to-family conflict as the outcome variable are presented. That is, analyses investigating 1) the direct effect of work salience on work-to-family conflict, and 2) the moderating effect of core self-

evaluations on the relationship between work demands and work-to-family conflict are presented.

#### **4.4.1.1 Direct Effect of Work Salience**

Hypothesis 5 states that work salience is positively related to work-to-family conflict. It was found that work salience was positively and significantly related to work-to-family conflict ( $r = .20, p < .01$ ). Thus, Hypothesis 5 was supported, meaning that higher salience of work was related to higher levels of work-to-family conflict.

#### **4.4.1.2 Testing the Moderating Effect of Core Self-Evaluations**

In this section, results of the analyses to investigate the moderating effect of core self-evaluations on the relationship between work demands and work-to-family conflict are presented. Moderated regression analyses were conducted by using 1) subjective work demands, and 2) objective work demands.

##### **4.4.1.2.1 Subjective Work Demands**

Hypothesis 9 states that core self-evaluations moderate the relationship between work demands and work-to-family conflict; such that work demands are positively related to work-to-family conflict when core self-evaluations are negative, but, not related to work-to-family conflict when core self-evaluations are positive.

This hypothesis was first tested by using subjective work demands. To test this hypothesis, a moderated regression analysis was conducted.

First, both predictors were centered. Then the interaction term was computed by having the product of the centered work demand and centered core self-evaluations. Then, a hierarchical regression analysis was conducted, by entering the centered individual variables in the first step and the interaction term in the second step. The results of this analysis are presented in Table 4.4.

*Table 4.4. Results of the Analyses for Testing the Moderating Effect of Core Self-Evaluations*

	<i>Beta</i>	<i>t</i>	<i>Sig.</i>	<i>R<sup>2</sup></i>	<i>R<sup>2</sup></i> <i>Change</i>	<i>Sig. R<sup>2</sup></i> <i>Change</i>
Step 1				.305		
Perceived Work Demands	.36	7.16	.000			
Core Self Evaluations	-.39	-7.90	.000			
Step 2				.323	.018	.006
Perceived Work Demands X Core Self-Evaluations	.14	2.77	.006			

It was found that core self-evaluations significantly predicted work-to-family conflict ( $\beta = -.39, t = -7.90, p < .001$ ); and that the interaction term was significant ( $\beta = .14, t = 2.77, p < .01$ ). Since a significant interaction effect was found, the significance of the simple slopes of the regression lines (of subjective work demands predicting work-to-family conflict) at high and low levels of core self-evaluations were tested by using the conditional values suggested by Aiken and West (1991).

Results indicated that the slope of the regression of work-to-family conflict on subjective work demands at high levels of (positive) core self-evaluation was positive and significant ( $\beta = .49, t = 7.14, p < .001$ ). This was also true for when core self-evaluations were negative ( $\beta = .23, t = 3.31, p < .01$ ). Figure 4.1 shows that the

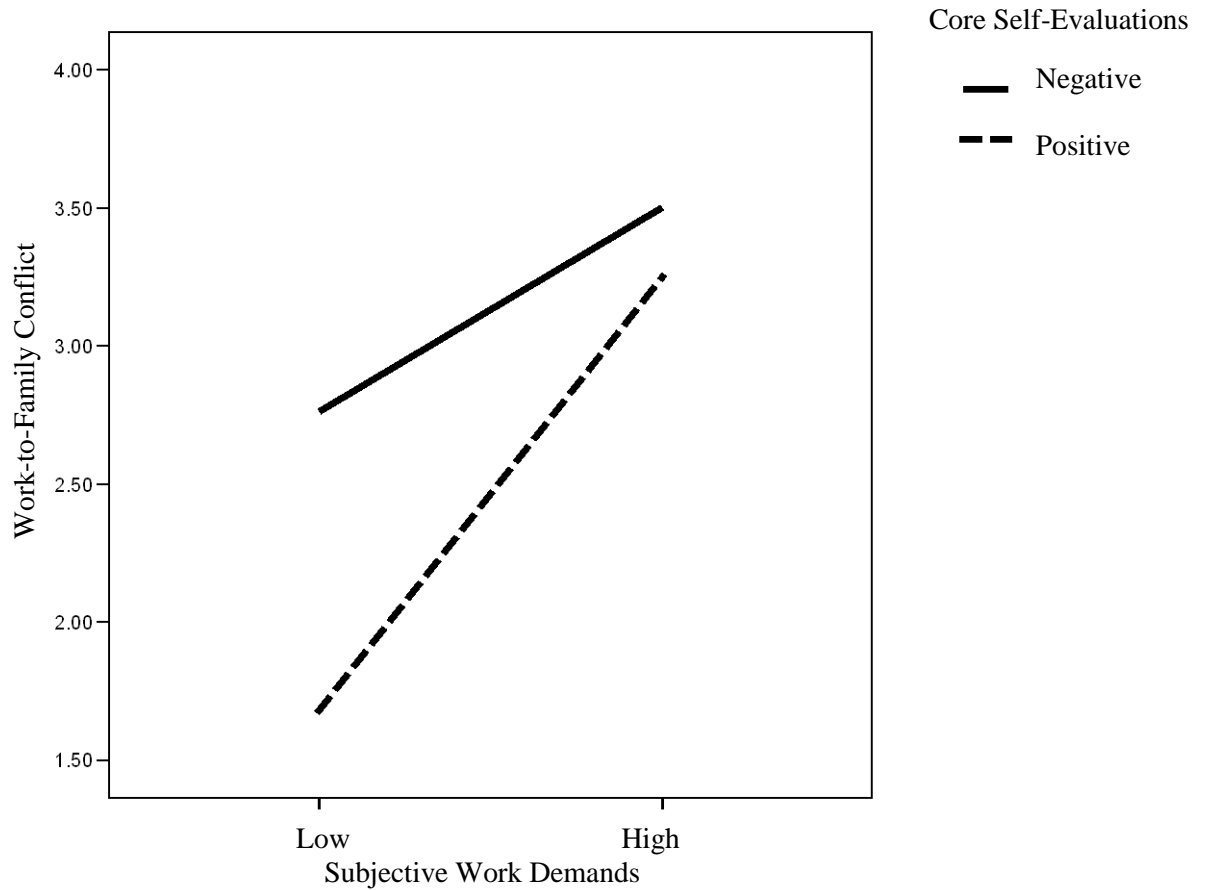


Figure 4.1 Interaction between core self-evaluations and subjective work demands

significance of the interaction term was due to the different magnitudes of the relationship (See Figure 4.3). Thus, Hypothesis 9 was partially supported when subjective work demands were used, because, when core self-evaluations were



positive, a nonsignificant effect of subjective work demands on work-to-family conflict was expected. However, the magnitude of the relationship between subjective work demands and work-to-family conflict was much higher and positive when core self-evaluations were positive than when core self-evaluations was negative. That is, there was no buffering effect of core self-evaluations at high levels of subjective work demands. On the other hand, examination of Figure 4.3 shows that having positive core self-evaluations makes a difference in the case of lower levels of subjective work demands. That is, even when subjective work demands were low, participants with negative core self-evaluations reported much higher levels of work-to-family conflict than participants with positive core self-evaluations.

To test the significance of this difference, a 2 (high and low subjective work demands) x 2 (positive and negative core self-evaluations) between-subjects ANOVA was conducted. For this analysis, first, subjective work demands and core self-evaluations variables were dichotomized. Those scoring at least one standard deviation above the mean constituted the higher level group; and those scoring at least one standard deviation below the mean were in the lower level group. The results of this analysis also revealed a significant interaction effect,  $F(1,26) = 7.58, p < .05$ . Tukey's HSD for interaction was found to be 0.87. In the positive core self-evaluation group, those reporting high levels of subjective work demands ( $M = 3.29$ ) had significantly higher work-to-family conflict levels than those reporting low levels of subjective work demands ( $M = 1.63$ ). In the negative core self-evaluations group, there was no significant difference in terms of work-to-family conflict between those

having higher levels of subjective work demands ( $M = 3.38$ ) and those having lower levels of subjective work demands ( $M = 3.20$ ). In addition, when subjective work demands were high, the difference between positive core self-evaluations and negative core self-evaluations groups was not significant; but, when subjective work demands were low, those having positive core self-evaluations reported significantly lower levels of work-to-family conflict than those having negative core self-evaluations.

Examination of the cell means revealed that both low and high subjective work demands group in the negative core self-evaluations condition experienced similar levels of work-to-family conflict to high subjective work demands group in the positive core self-evaluations group. This shows that although there was no buffering effect of core self-evaluations when subjective work demands were high, core self-evaluations seemed to have a buffering function when subjective work demands were relatively low.

#### **4.4.1.2.2. Objective Work Demands**

A composite index of objective work demands was created by transforming all of the objective work demands indicators (i.e., working at weekends, number of working hours a day, presence of off-duty working, number of off-duty working hours a day, presence of shift work, control over work hours, and frequency of traveling for work) to standardized  $Z$  scores and then taking the mean of these  $Z$  scores.

Hypothesis 9, proposing that core self-evaluations moderate the relationship between work demands and work-to-family conflict, such that work demands are

positively related to work-to-family conflict when core self-evaluations are negative, but not related to work-to-family conflict when core self-evaluations are positive, was also tested by using objective work demands. This hypothesis was tested by using a moderated regression analysis. The effect of the interaction term was not significant, therefore hypothesis 9 was not supported, when objective work demands were used. This means that that the nature of the relationship between objective work demands and work-to-family conflict did not depend on individuals' core self-evaluations.

#### **4.4.2. Work-to-Family Enhancement as the Outcome Variable**

In this section, the results of the analyses with work-to-family enhancement as the outcome variable are presented. That is, analyses investigating 1) the direct effect of work salience on work-to-family conflict, and 2) the moderating effect of core self-evaluations on the relationship between work demands and work-to-family enhancement are presented.

##### **4.4.2.1 Direct Effect of Work Salience**

Hypothesis 7 states that work salience is positively related to work-to-family enhancement. It was found that work salience was positively and significantly related to work-to-family conflict ( $r = .20, p < .01$ ), therefore hypothesis 7 was supported. High salience of work was associated with higher levels of work-to-family enhancement.

#### **4.4.2.2 Testing the Moderating Effect of Core Self-Evaluations**

In this section, results of the analyses to investigate the moderating effect of core self-evaluations on the relationship between work demands and work-to-family enhancement are presented. Moderated regression analyses were conducted by using 1) subjective work demands, and 2) objective work demands.

##### **4.4.2.2.1 Subjective Work Demands**

Hypothesis 11 states that core self-evaluations moderate the relationship between work demands and work-to-family enhancement, such that work demands are negatively related to work-to-family enhancement when core self-evaluations are negative, but nonsignificantly or positively related to work-to-family enhancement when core self-evaluations are positive. This hypothesis was tested by using subjective work demands first. To test this hypothesis, a moderated regression analysis was conducted. The results of this analysis are presented in Table 4.5. The results revealed that core self-evaluations significantly predicted work-to-family enhancement ( $\beta = .30, t = 5.35, p < .001$ ). Moreover, the interaction term was significant ( $\beta = .12, t = 2.10, p < .05$ ), therefore the significance of the simple slopes of the regression lines (of subjective work demands predicting work-to-family enhancement) at high and low levels of core self-evaluations were tested by using the conditional values suggested by Aiken and West (1991). The results of these analyses showed that the slope of the regression of work-to-family enhancement on subjective work demands at high levels of (positive) core self-evaluations was positive and

*Table 4.5 Results of the Analyses for Testing the Moderating Effect of Core Self-Evaluations*

	<i>Beta</i>	<i>t</i>	<i>Sig.</i>	<i>R</i> <sup>2</sup>	<i>R</i> <sup>2</sup> <i>Change</i>	<i>Sig. R</i> <sup>2</sup> <i>Change</i>
Step 1				.130		
Perceived Work Demands	.23	4.15	.000			
Core Self Evaluations	.30	5.35	.000			
Step 2				.143	.013	.039
Perceived Work Demands X Core Self-Evaluations	.12	2.10	.039			

significant ( $\beta = .34, t = 4.45, p < .001$ ). However, the slope of the regression of work-to-family enhancement on work demand at low levels of (negative) core self-evaluations was not significant (See Figure 4.2). Thus, Hypothesis 11 was partially supported when subjective work demands were used as the predictor. Although subjective work demands were expected to relate negatively to work-to-family enhancement when core self-evaluations are negative, these results still support the beneficial effect of positive core self-evaluations by showing that those having positive core self-evaluations experience work-to-family enhancement even in the presence of higher levels of subjective work demands.

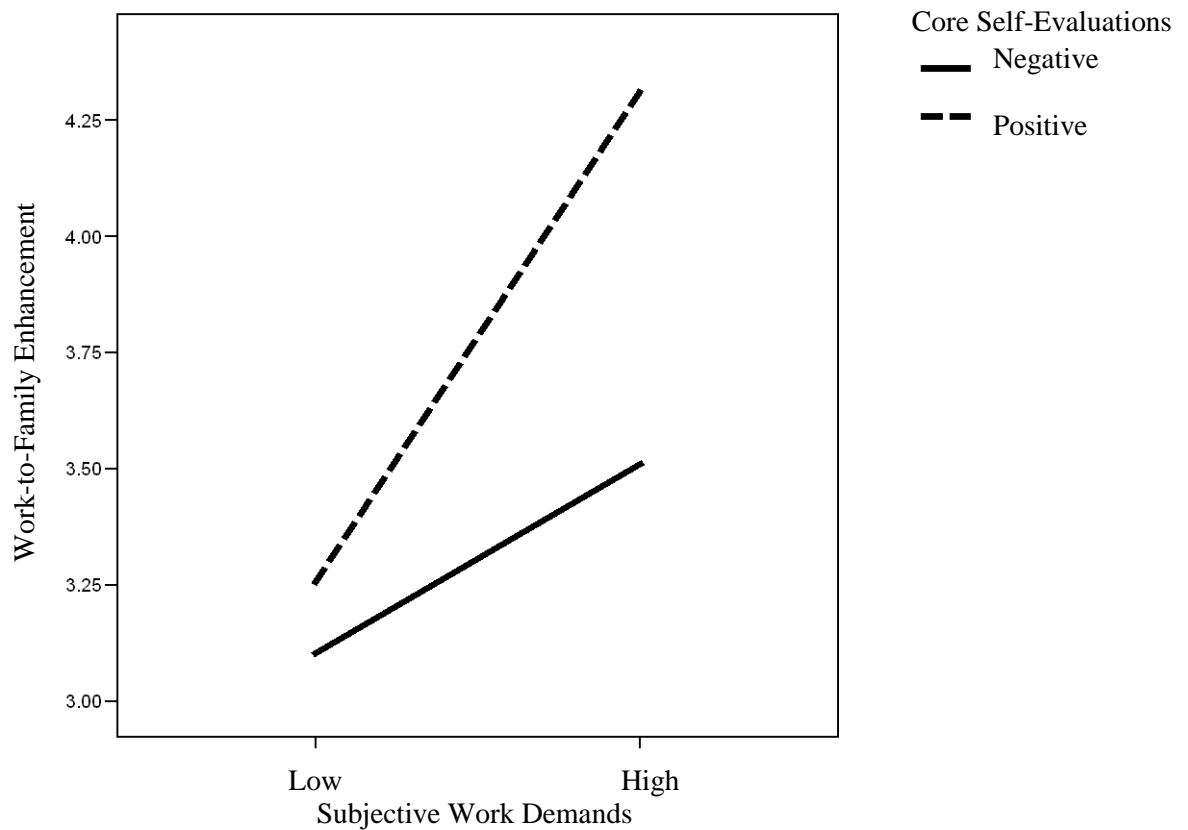


Figure 4.2 Interaction between core self-evaluations and subjective work demands

#### 4.4.2.2.2. Objective Work Demands

Hypothesis 11, which states that core self-evaluations moderate the relationship between objective work demands and work-to-family enhancement, such that work demands are negatively related to work-to-family enhancement when core self-evaluations are negative, but nonsignificantly or positively related to work-to-family enhancement when core self-evaluations are positive, was also tested by using objective work demands. To test this hypothesis, a moderated regression analysis was conducted. The effect of the interaction term was not significant, therefore Hypothesis

11 was not supported when objective work demands were used. This shows that the nature of the relationship between objective work demands and work-to-family enhancement did not vary at different levels of core self-evaluations.

#### **4.5 Additional, Exploratory Analyses**

In this section, the moderating effects of gender on the relationship between 1) gender role ideology and division of labor in housework, and 2) gender role ideology and family-to-work conflict were examined. The purpose of the analyses in this section was exploratory in nature, meaning that there was no hypothesis regarding these relationships.

##### **4.5.1 Gender Role Ideology and Division of Labor in Housework**

For exploratory purposes, participants had been asked to indicate what percent of the housework was done by themselves and what percent was done by their spouses. To eliminate the effect of having paid support for housework, they were asked to indicate these percentages in terms of the housework remained after the portion completed by this person (if any).

To create an index of division of labor in housework, first, the percentage of housework done by the spouse was subtracted from percentage of housework done by oneself. Hence, negative values on this variable indicated less housework done by the self than the spouse; while positive values indicated more housework done by the self than the spouse. This variable had a minimum value of -100 and maximum of 100,

with a mean of 6.36, and standard deviation of 54.98. The effect of gender role ideology on the computed index of division of labor, after controlling for the effects of family/home demands (i.e., having paid support for housework; the frequency of having paid support for housework; number of children under 18; age of the youngest child; and having support for childcare or not) was examined by using hierarchical regression analysis. After controlling for the effects of the above mentioned variables, the effect of gender role ideology on division of labor was significant ( $\beta = -.28, t = -2.97, p < .01$ ). This means that, those with a traditional gender role ideology tended to do less housework than their spouses. In addition, the moderating effect of gender on the relationship between gender role ideology and division of labor in housework was examined. A moderated regression analysis was conducted. It was found that gender (1 = Women, 2 = Men) significantly predicted division of labor in housework ( $\beta = -.79, t = -12.70, p < .001$ ). In addition, as can be seen in Table 4.6, the interaction term was significant ( $\beta = -.49, t = -2.40, p < .05$ ). Therefore, the significance of the simple

*Table 4.6. Results of the Analyses for Testing the Moderating Effect of Gender on the Relationship between Gender Role Ideology and Division of Labor in Housework*

	<i>Beta</i>	<i>t</i>	<i>Sig.</i>	<i>R<sup>2</sup></i>	<i>R<sup>2</sup></i> <i>Change</i>	<i>Sig. R<sup>2</sup></i> <i>Change</i>
Step 1						
Control Variables				.042		
Step 2				.644	.602	.000
Gender Role Ideology	-.05	-0.77	.441			
Gender	-.79	-12.70	.000			
Step 3				.662	.018	.018
Gender Role Ideology X Gender	-.49	-2.40	.018			



slopes of the regression of division of labor on gender role ideology for males and females were tested. As would be expected, the slope of the regression line for females was positive and marginally significant ( $\beta = .12, t = 1.97, p = .05$ ) and that of males was negative and significant ( $\beta = -.13, t = -2.53, p < .05$ ). This means that as women hold more traditional gender role ideologies, they tend to engage in housework more than their husbands; whereas men with more traditional gender role ideology tend to engage in housework less than their wives (see Figure 4.3).

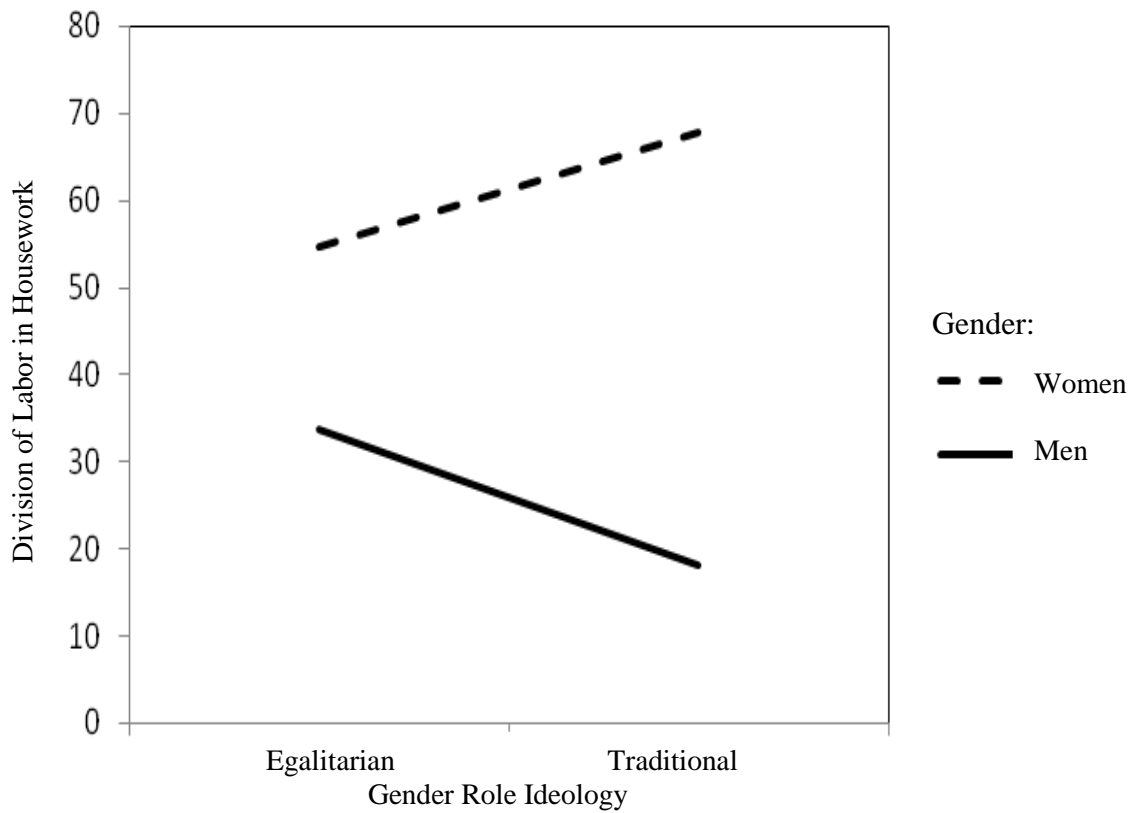


Figure 4.3 Interaction between gender role ideology and gender

#### 4.5.2 Moderating Role of Gender on the Relationship between Gender Role Ideology and Family-to-Work Conflict

Since the mediating effect of perceived family/home demands on the relationship between gender role ideology and family-to-work conflict was not supported and it was found that gender role ideology was significantly related to family-to-work conflict ( $\beta = .30, t = 3.18, p < .01$ ), possibility of a moderation was explored. That is, a moderated regression analysis was conducted to examine the potential moderating effect of gender on the relationship between gender role ideology and family-to-work conflict. As can be seen in Table 4.7, the effect of the interaction term was significant ( $\beta = -.24, t = -2.01, p < .05$ ). Hence, the significance of the simple

*Table 4.7. Results of the Analyses for Testing the Moderating Effect of Gender on The Relationship between Gender Role Ideology and Family-to-Work Conflict*

	<i>Beta</i>	<i>t</i>	<i>Sig.</i>	<i>R<sup>2</sup></i>	<i>R<sup>2</sup> Change</i>	<i>Sig. R<sup>2</sup> Change</i>
Step 1						
Control Variables				.025		
Step 2				.115	.090	.006
Gender Role Ideology	.28	2.82	.006			
Gender	.08	.83	.411			
Step 3				.147	.032	.047
Gender Role Ideology X Gender	-.24	-2.01	.047			

slopes for men and women were tested. Results of these analyses revealed that, the relationship between gender role ideology and family-to-work conflict was significant

for women ( $\beta = .51, t = 3.27, p < .01$ ), but, not for men. As women hold more traditional gender role ideologies, they tended to experience higher levels of family-to-work conflict, whereas, the level of family-to-work conflict experienced by men was independent from their gender role ideologies (see Figure 4.4).

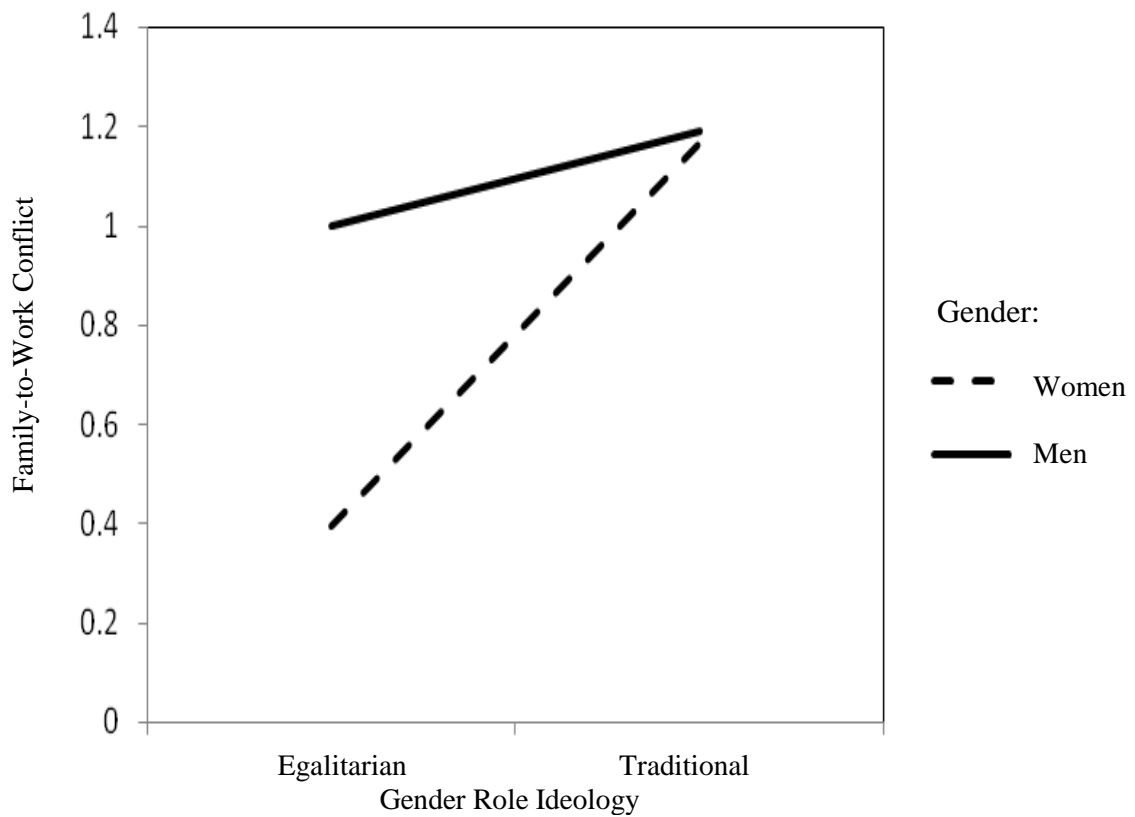


Figure 4.4 Interaction between gender role ideology and gender

## **CHAPTER 5**

### **DISCUSSION**

#### **5.1 Overview**

The aim of the present study was to develop a conceptual framework of antecedents of work-family interface. In the family side of the proposed framework, the family domain antecedents of family-to-work conflict and enhancement were investigated, while work domain antecedents of work-to-family conflict and enhancement were examined in the work side of the framework.

In the family side of the framework, the pattern of results indicated direct relationships between the antecedents and family-to-work conflict and enhancement. That is, gender role ideology, family salience, perceptions of family/home demands, and core self-evaluations had direct relationships with family-to-work conflict. Family salience and core self-evaluations also had direct relations to family-to-work enhancement.

In the work side of the proposed framework, work salience was positively related to work-to-family conflict. In addition, core self-evaluations moderated the relationship between subjective work demands and work-to-family conflict. Analyses with work-to-family enhancement as the outcome variable revealed the same pattern of results. That is, work salience was positively associated with work-to-family enhancement, and the relationship between subjective work demands and work-to-

family enhancement was moderated by core self-evaluations. An overview of the major findings of the study is presented next.

## **5.2 Discussion of the Results**

The results of the study yielded support for some but not all of the hypotheses. To begin with, the first hypothesis suggesting a moderator role of gender in the relationship between gender role ideology and subjective perceptions of family/home demands was not supported. After the effects of objective indices of family/home demands (e.g., number of children under 18, age of the youngest child, having support for childcare) were controlled, women tended to perceive family/home demands as more demanding than men. But, gender role ideology did not influence the levels of perceived family/home demands of either women or men. It is important to note that this finding, that everything being equal women tend to perceive family and home domain responsibilities as more demanding than men, may still point the importance of traditional gender roles. Male participants even with small children may perceive less demand than their female counterparts, because their spouses may be more engaged in the home domain than themselves as family/home domain is perceived to be the responsibility of women in Turkey (Minibaş, 1998 cited in Sevim, 2006). Women, on the other hand, seem to feel an obligation to function well in this domain, which may lead them to perceive home and child care as more demanding.

In terms of the indirect effect of gender role ideology on family-to-work conflict, it was hypothesized that perceptions of family/home demands would mediate

the relationship between gender role ideology and family-to-work conflict. After controlling for the effects of objective indices of family/home demands, subjective perceptions of family/home demands significantly predicted family-to-work conflict. But, as discussed above, gender role ideology failed to predict perceptions of family/home demands after the objective family/home demand variables were controlled for. Therefore, this mediation hypothesis was not supported. However, gender role ideology was found to predict family-to-work conflict directly. That is, as gender role ideology became more traditional, possibility of family-to-work conflict increased. Moreover, gender moderated the relationship between gender role ideology and family-to-work conflict. That is, there was a strong positive relationship between gender role ideology and family-to-work conflict for women, but not for men. Women having traditional gender role ideologies reported increased levels of family-to-work conflict. The reason for this finding may be that women with traditional gender role ideology, who perceive their “mother” or “wife” role as their primary one, may engage in the family and home domain much more than those having an egalitarian attitude. Hence, they may be more likely to experience family interference with work.

When the effects of gender role ideology on family-to-work enhancement were investigated, it was found that gender role ideology did not relate to family-to-work enhancement, either directly or indirectly. It was hypothesized that gender role ideology would be related to family-to-work enhancement through its effects on perceptions of family/home demands. However, both gender role ideology and

perceptions of family/home demands failed to predict family-to-work enhancement after the effects of objective indices of family/home demands were controlled.

As expected, family salience was associated with both higher family-to-work conflict and higher family-to-work enhancement. Similarly, work salience was hypothesized to be positively related to both work-to-family conflict and work-to-family enhancement. Both of these hypotheses were supported, that is higher salience of work was associated with increased work-to-family conflict and increased work-to-family enhancement. These results suggest that, as expected, the more salient one domain is for individuals, the more likely they are to be engaged in this domain, disturbing the other domain. As Greenhaus and Powell (2003) suggested, high salience of a role may lead to extensive participation in that role which may interfere with participation in the other role.

At the same time, the more central one domain to individuals, the more likely enhancement is. Ruderman and colleagues (2002) argued that there are positive effects of commitment to multiple roles, such as multiple opportunities for satisfaction and pleasure, which may in turn enhance psychological functioning. These authors also proposed that occupying multiple roles are associated with more role partners to provide support and more opportunities for learning skills that may be relevant for managerial jobs.

The hypotheses regarding the moderating effect of core self-evaluations on the relationship between demands and conflict and between demands and enhancement were not supported in the family domain, but were supported in the work domain. In

the family domain, core self-evaluations were negatively related to family-to-work conflict. That is, negative core-self evaluations were associated with increased family-to-work conflict. On the other hand, core self-evaluations were positively related to family-to-work enhancement. That is, positive core self-evaluations were related to increased family-to-work enhancement. Although hypothesized moderating effects could not be found, these results suggest the importance of core self-evaluations in managing conflict and increasing the likelihood of experiencing enhancement. That is, after the effects of objective indices of family/home demands were controlled for, those with positive core self-evaluations tended to experience less family-to-work conflict and more family-to-work enhancement.

As suggested by other researchers (Judge et al., 2005), individuals with positive core self-evaluations may better handle the demands associated with one domain and this may explain the finding that positive core self-evaluations were associated with lower levels of family-to-work conflict. Moreover, it was asserted that individuals with positive core self-evaluations are better able to maximize resources in one domain (Boyar & Mosley, 2007), and hence they are more likely to experience enhancement as a result of having multiple roles. This may explain why participants with positive core self-evaluations in the present study reported higher levels of family-to-work enhancement.

In the work domain, core self-evaluations moderated the relationship between subjective work demands and work-to-family conflict. It was found that participants having negative core self-evaluations reported higher levels of work-to-family conflict



than participants with positive core self-evaluations even at lower levels of subjective work demands. Pairwise comparisons revealed that there was no significant difference in terms of work-to-family conflict levels between participants in the high subjective work demand group and the low subjective work demand group when core self evaluations were negative. This means that regardless of the level of demands, those with a negative core self-evaluation experienced more work-to-family conflict. In addition, participants with a negative core self-evaluation experiencing low level of demands reported work-to-family conflict levels as high as those with a positive core self-evaluation experiencing high work demands. This may support the view that individuals with positive core self-evaluations may be affected by external pressures less than those having negative core self-evaluations (Judge et al., 2005).

It is important to note that participants with negative core self-evaluations were disadvantaged to begin with. That is, at even low levels of work demands, those with negative core self-evaluations reported significantly higher levels of work-to-family conflict than those with positive core self-evaluations. Individuals with negative core self-evaluations may have a tendency to perceive the demands associated with work to be beyond their capability to deal with since they tend to underestimate their competence and capability. This may in turn lead to higher levels of perceived conflict than those with positive core self-evaluations having the same levels of demands.

Moreover, core self-evaluations were found to moderate the relationship between subjective work demands and work-to-family enhancement. The results

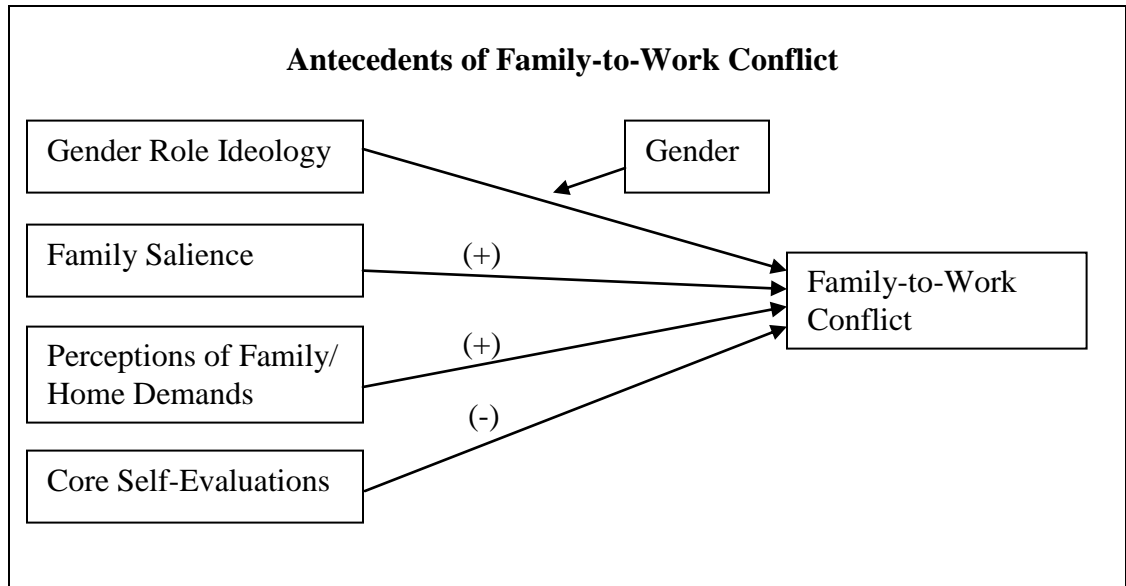
revealed that there was no significant relationship between subjective work demands and work-to-family enhancement when core self-evaluations were negative whereas there was a significant positive relationship between subjective work demands and work-to-family enhancement when core self-evaluations were positive. This finding can be explained by the predisposition of individuals with positive core self-evaluations to perceive highly demanding situations as challenges and to motivate themselves to work harder to meet the demands in both domains (Boyar & Mosley, 2007). The feeling of mastering a challenging situation may be the reason of enhancement in the case of positive core self-evaluations. Another reason of enhancement experiences of individuals with positive core self-evaluations at high levels of demands may be that while trying to fulfill the excessive demands in one domain, individuals with positive core self-evaluations develop better ways or skills of solving problems and maximizing resources which may in turn lead to better functioning in the other domain.

Although, moderator role of core self-evaluations in the relationship between subjective work demands and work-to-family conflict and between subjective work demands and work-to-family enhancement was supported, hypotheses concerning the moderating effect of core self-evaluations on the relationship between the composite index of objective work demands and work-to-family conflict and between the composite index of objective work demands and work-to-family enhancement were not supported. A plausible explanation for this may be related to the nature of the objective work demands composite used in the present study. That is, the composite

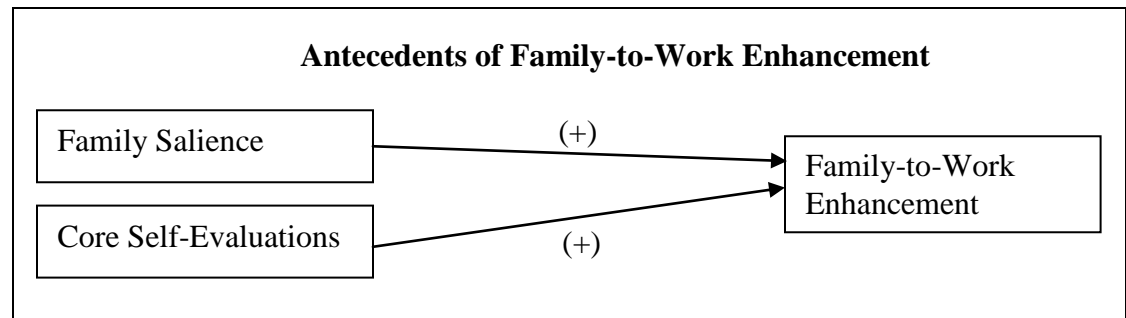
used was composed of a number of different objective indices of work demands. Some of these objective work demand variables (i.e., working at weekends, number of hours worked per day, frequency of traveling for work) were significantly related to work-to-family conflict, and some (i.e., off-duty working, number of off-duty working hours, shift work, and control over work hours) were not. Thus, combination of these variables may have resulted in a nonsignificant effect. Furthermore, the objective work demands indices included in the present study may have not been comprehensive /inclusive enough. That is, there may be other indicators of work demands that were not considered in the present study.

Finally, as an additional exploratory analysis, the relationship between gender role ideology and division of labor in housework was examined. It was found that gender moderated this relationship. Congruent with the previous findings (Sun, 2005), women having traditional gender role ideology tended to do more housework than their husbands; whereas men with traditional gender role ideology tended to do less housework than their wives.

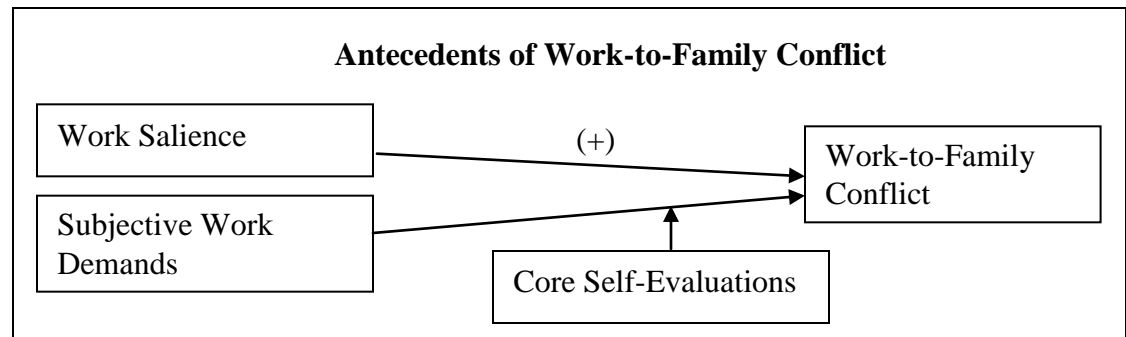
All in all, results in the family-to-work framework supported the direct effects of gender role ideology and family salience rather than indirect effects. Moreover, in the work-to-family framework, work salience had a direct effect and core self-evaluations moderated the relationships between subjective work demands and work-to-family conflict and enhancement. The supported links for the family-to-work conflict, family-to-work enhancement, work-to-family conflict, and work-to-family enhancement frameworks are in Figure 5.1a-d.



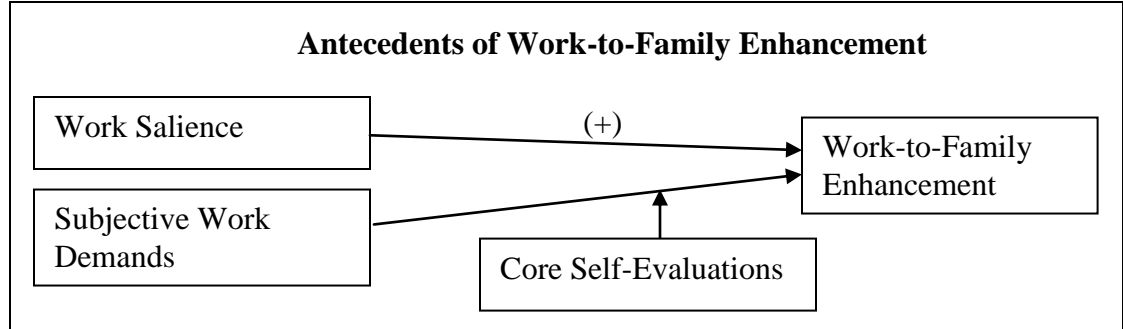
5.1.a



5.1.b



5.1.c



5.1.d

Figure 5.1. Supported links for the proposed relationships.

### 5.3 Contributions of the Study

This study is believed to have some potential contributions to the existing literature. Firstly, this study represents an effort to investigate the antecedents and moderators of work-family interface in a unique cultural context. Work-family researchers argued that the majority of the studies in the work-family literature is conducted with US or European samples (Poelmans et al., 2003; Spector, et al., 2004), and studies in Non-Western cultures are called for (Eby et al., 2005). The present study contributed to this literature by investigating the antecedents of work-family interface in the Turkish context. Turkish culture is defined as a collectivistic culture with an emphasis on relationship-orientated values (Hofstede 1980; 1991 cited in Sümer, 2005). In addition, the cultural context in which the study was carried out may be defined as relatively high on paternalism, loyalty toward community, and power distance (Aycan et al., 2000), and relatively low in gender egalitarianism (Kabasakal & Dastmalchian, 2001). These dimensions are among the cultural dimensions that Aycan (2008) suggested to be most relevant to work-family conflict. These cultural

dimensions are expected to influence different aspects of work-family experiences. For instance, women in high gender egalitarian cultures are more likely to have support from their spouses, than women in low gender egalitarian cultures (Aycan, 2008). In addition, demands from work and family domain may vary across cultures. For instance life-long care of children and maintaining harmonious relationships with the extended family members are additional family demands experienced by members of collectivistic societies (Aycan, 2008). In the present study some of the established associations, such as the relationship between work demands and work-to-family conflict, have been supported in a different context. In addition, the observed direct effect of gender role ideology on family-to-work conflict is believed to be a contribution to this literature.

Additionally, the conflict paradigm of work-family interaction has traditionally received more attention (Eby et al., 2005), and there is relatively limited research on the potentially positive effects of occupying multiple roles and little is known about the antecedents of role enhancement (e.g., Carlson & Grzywacz, 2008; Parasuraman & Greenhaus, 2002). The present study contributed to work-family literature by investigating the antecedents of role enhancement in both family and work domains. In addition, the positive and nonsignificant relationship between family-to-work conflict and family-to-work enhancement indicates that these concepts are distinct, rather than ends of a continuum. In addition, examination of the mean values of variables indicated that work-to-family enhancement is more prevalent than work-to-family conflict, and similarly family-to-work enhancement is more prevalent than

family-to-work conflict. These findings emphasize the importance of investigating the antecedents of work-family enhancement as it seems that it is a more common phenomenon than conflict. As well as trying to find strategies to avoid conflict, which has been the focus of work-family literature up to now (Poelmans et al., 2008), investigating the factors that are associated with enhancement is important. If people have a potential to experience positive outcomes out of stressful situations, this potential may be maximized by exploring the mechanisms that enable enhancement.

Furthermore, work salience was positively related to both work-to-family conflict and work-to-family enhancement, the same was also true for family salience and family-to-work conflict and enhancement. This pattern also indicates that conflict and enhancement are distinct constructs and they both should be considered in studies linking work and family.

Moreover, Eby and colleagues (2005) emphasized the lack of studies investigating variables such as role salience or role involvement beyond simple role membership. In addition, Biggs and Brough (2005) suggested role salience as a valid proposition to study in relation to work-family issues, but it has been largely neglected in this literature. Therefore, investigating and establishing significant effects of family and work salience on work-family conflict and enhancement is considered to be another contribution of the present study to work-family literature.

Finally, researchers in this area argued that there are limited studies investigating individual differences in relation to work-family interface (Eby et al., 2005; Parasuraman & Greenhaus, 2002). In the present study the moderating role of

core self-evaluations in the relationship between demands associated with one domain and work-family conflict and enhancement was examined. Boyar and Mosley (2007) argued that there has been no study relating core self-evaluations to work-family interface conducted up to their study. This is surprising given that core self-evaluations are found to be associated with work related and general well-being outcomes that may be related to linking work and family, such as job satisfaction (Judge et al., 2005), job performance (Judge & Bono, 2001), motivation (Erez & Judge, 2001), happiness (Piccolo, Judge, Takahashi, Watanebe, & Locke, 2005), and life satisfaction (Judge et al., 2005). Findings of the current study emphasize the importance of core self-evaluations construct in studying work-family interface in addition to these work related outcomes and general well-being.

#### **5.4 Practical Implications**

The results of the study appear to have some implications for personnel selection practices. Personality variables predict important behaviors and outcomes related to work (Ones, Viswesvaran, & Dilchert, 2005). It was also reported that personality has incremental validity over general mental ability and biodata in predicting job performance (Schmidt & Hunter, 1998). Among the big five traits, conscientiousness and emotional stability have been consistently found to predict job performance across occupations, organizations, and countries (Salgado, 2003). Core self-evaluations have been found to be of equal importance with conscientiousness as a dispositional predictor of job performance (Bono & Judge, 2003). Findings of the



present study revealed another important aspect of core self-evaluations, that is core self-evaluations predict family-to-work conflict and enhancement and moderate the relationship between work demands work-to-family conflict and enhancement. Since work-family conflict is associated with outcomes that are not desired by the organizations such as decreased job satisfaction, decreased organizational commitment and increased possibility of turnover (Dorio, Bryant, & Allen, 2008), it might be important to integrate core self-evaluations in the personality measures used for personnel selection purposes.

On the other hand, selecting employees based on core self-evaluations should not mean that organizations hire applicants with positive core self-evaluations and leave their employees on their own in struggling to combine the demands associated with their work and family. Organizations should utilize some practices and policies to help employees deal with work-family conflict, because the results of the current study indicated that in the case of high work demands, individuals with even positive core self-evaluations experience work-to-family conflict. Researchers suggested that decreasing the level of work demands may be necessary to reduce work-family conflict (Voydanoff, 2008). In addition, offering quality childcare assistance may be another organizational practice that may help decrease or prevent work-to-family conflict, since it was reported in the current study that as age of the youngest child decrease, the possibility of experiencing work-to-family conflict increased. Another means by which organizations may help reduce work-family conflict experienced by their employees may be developing more flexible employment schedules (Whitehead,

2008), creating opportunities for family leave and time off from work to deal with family related issues (Voydanoff, 2008). In addition, training programs promoting work-family enhancement and reducing work-family conflict by focusing on how to cope with stress or teaching conflict management skills may be developed and offered to employees (Poelmans, Stepanova, & Masuda, 2008).

Finally, there were differences in the results of the analyses when subjective work demands were used and when objective work demands were used as the predictor. This indicates that both objective and subjective demands associated with one domain should be used in studies linking work and family. Considering only one of these may result in an incomplete picture.

### **5.5 Limitations of the Study and Suggestions for Future Research**

The first limitation of the present study is related to its design. First, the current study is a cross-sectional study that involved collecting data on all of the variables of interest at once and investigating the relations between these variables. The major drawback of cross-sectional studies is the inability to establish causality which applies to the present study as well. In addition, to develop a comprehensive understanding of the factors that influence experiences of work-family conflict and enhancement, it is necessary to conduct studies that investigate this issue longitudinally. That is, how people combine family and work at different stages of the family life cycle may be examined. In addition, experiences related to dealing with multiple roles may be investigated at different stages of individuals' careers. Do

people experience more or less conflict when they are at the beginning of their careers, or when they have moved up in their career ladder? These issues are recommended to be investigated in future research.

Second, in the present study, only self-report was used as the data gathering method. This may naturally have caused a common method bias. That is, the significant relationships found between the variables may partially be due to measuring all of these variables by using the same method, that is self-report. Methods other than self report, such as organizational records or reports of the spouses or people knowing the individual well, may be useful to eliminate this possibility.

In addition, the sampling procedure employed may be included among the limitations of the current study. Initially, the survey package was administered on the web with the aim of reaching a relatively large sample size. During this phase of data collection, the link of the survey was e-mailed to academic personnel of some major universities in Turkey and to friends that may forward the e-mail to married career people they know. The cover letter of the e-mail included information on the target population of the study. So, in a way, the sample obtained was a convenience based one, and this issue poses a critical limitation to the generalizability of the findings.

A related issue concerning generalizability involves the career groups included in the study. There were only four categories, namely professionals, academicians, middle level managers, and upper level managers in the present study. There may be some individual difference or background variables that influence individuals' career choices or level of success in their careers, these variables may also affect work-

family conflict or enhancement experiences therefore confounding the results. Hence, studies investigating the antecedents of work-family interface in other occupations are needed to be able to generalize the findings to a larger population. Also, the current findings cannot be generalized to family types other than married couples with (or without) children, such as single parents, therefore studies examining the antecedents of work-family conflict and enhancement with single parent families are also necessary.

Furthermore, the level of analysis in the present study was the individual career people. Obtaining information from both of the spouses would have been helpful. Couple level analysis is recommended for future studies involving these issues to make sound inferences.

Finally, the scales used to measure family-to-work and work-to-family enhancement did not display good internal consistency estimates. This may also explain the failure to support some of the hypotheses involving family-to-work and work-to-family enhancement as the outcome variable. These scales were adapted in the pilot study because there was no scale in Turkish language that taps into the positive side of work-family interaction. Therefore, development or adaptation of psychometrically better measures of work-family enhancement in Turkish language is highly recommended for future studies.

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## APPENDICES

### APPENDIX A: Items of Gender Role Ideology Measure (Pilot Study)

- 1.Kadın tam zamanlı bir işte çalıştığında, ne olursa olsun aile yaşantısı bundan kötü etkilenir.
- 2.Çalışan bir anne çocuklarıyla, çalışmayan bir anne kadar sıcak ve güvenli bir ilişki kurabilir.
- 3.Bir erkeğin görevi para kazanmak, bir kadınınki ise evine ve ailesine bakmaktır.
- 4.Bir kadın için kocasının kariyerine destek olmak kendisinin bir kariyer sahibi olmasından daha önemlidir.
- 5.Bir kadın çocuk sahibi olduktan sonra çalışmayı bırakmalıdır.
- 6.Eğer eşlerin ikisi de çalışıyorlarsa evle ilgili sorumlulukları eşit şekilde paylaşmaları gerekir.
- 7.Örnek bir anne, çalışmaktansa, evde olup temel sorumlulukları olarak çocuk ve ev bakımıyla ilgilenendir.
- 8.Kadınların çalışması ergen sorunları gibi aile sorunlarının daha çok yaşanmasına sebep olur.
- 9.Çalışan kadınlar, genel yaşam standardının artmasına yardımcı olur.
10. Çalışan kadınlar evlerine ve ailelerine karşı ilgilerini kaybederler.
11. Bir kadının kariyer sahibi olması kabul edilebilir birşeydir, ama evlilik ve aile her zaman önce gelmelidir.



## APPENDIX B: Items of Work-Family Interaction Measure (Pilot Study)

1. İşim, aile içi etkinliklere istediğim ölçüde katılmama izin vermiyor.
2. Evdeki sorumluluklara ayırdığım zaman genelde işle ilgili sorumluluklarımı gerçekleştirmeme engel oluyor.
3. İşimde harcadığım zaman, ailemle geçirdiğim zamanın daha kaliteli olması için beni motive eder.
4. İşten eve geldiğimde genellikle ruhen o kadar bitkin oluyorum ki, bu beni ev hayatına dahil olmaktan alıkoyuyor.
5. Ev hayatım sayesinde, işle ilgili sorunları bir kenara bırakabiliyorum.
6. Evde yaşadığım stres nedeniyle iş yerimde kafam sıklıkla evle ilgili sorunlarla meşguldür.
7. İşten eve geldiğimde genelde pozitif bir ruh hali içinde olmam evdeki atmosferi de olumlu etkiliyor.
8. İşte etkili ve gerekli olan davranışlar, evde tam tersi bir etki yaratabiliyor.
9. İşte öğrendiğim şeyler, evdeki sosyal ilişkilerimde de daha iyi olmamı sağlıyor.
10. Evde problem çözmede yararlı olan davranışlar iş yaşantımda yararlı gibi görünmüyor.
11. Evde harcadığım zaman, işimdeki zamanımı verimli çalışarak geçirmem için beni teşvik eder.
12. Ev hayatımda geliştirdiğim beceriler işteki meseleleri de daha iyi çözmeme yardımcı oluyor.

13. Evdeyken, genellikle işle ilgili sorunlara kafa yoruyorum.
14. Evde rahatlayıp enerjimi yeniden topladığım için, işte daha konsantre çalışabiliyorum.
15. İşim sayesinde, evle ilgili sorunlarımı farklı açılardan görebiliyorum.
16. İşteyken, sıklıkla evde yapmam gereken şeyleri düşünürüm.

### **APPENDIX C: Items of Subjective Work Demands Measure (Pilot Study)**

1. İřteyken telař içinde birok iř yapmam gerekiyor.
2. İřimde yapmam gereken ok fazla iř oluyor.
3. İř hayatımda duygusal aıdan yıpratıcı olaylar yařanabiliyor.
4. İř hayatımla ilgili meseleler yüzünden hayal kırıklığı yařadığım olur.
5. İřle ilgili ok fazla řeyi planlamam ve organize etmem gerekiyor.
6. İř hayatımla ilgili pek ok řeyi hatırımda tutmam gerekir.
- 7.İřte birok řeyi aynı anda yapmak zorunda kalırım.
- 8.İřte yapmam gereken řeyleri dikkatli bir řekilde koordine etmem gerekir.

## APPENDIX D: Items of the Measure of Perceptions of Family/Home Demands

### *Ev İşleri*

1. Ev işleri beni tüketiyor.
2. Ev işleri çok zamanımı alıyor.
3. Ev işleri yüzünden kendime ayıracak vaktim kalmıyor.
4. Ev işleriyle uğraşmak çok zor bir iş.
5. Evde yapılması gereken işler sürkeli kafamı meşgul ediyor.

### *Çocuk Bakımı*

1. Çocuk(lar)la ilgilenmek beni yoruyor.
2. Çocuk(lar)la ilgilenmekten kendime ayıracak vaktim kalmıyor.
3. Çocuk büyütme çok zor bir iş.
4. Çocuk(lar)la ilgilenmekten kendi hayatımı yaşayamadığımı düşündüğüm oluyor.
5. Çocuk(lar)la ilgili yapmam gereken işler sürekli kafamı meşgul ediyor.

### *Yaşlı/Hasta/Engelli Bakımı*

1. Hasta/yaşlı/engelli birisine bakmak beni yoruyor.
2. Hasta/yaşlı/engelli birisine bakmaktan kendime ayıracak vaktim kalmıyor.
3. Hasta/yaşlı/engelli birisine bakmak çok zor bir iş.

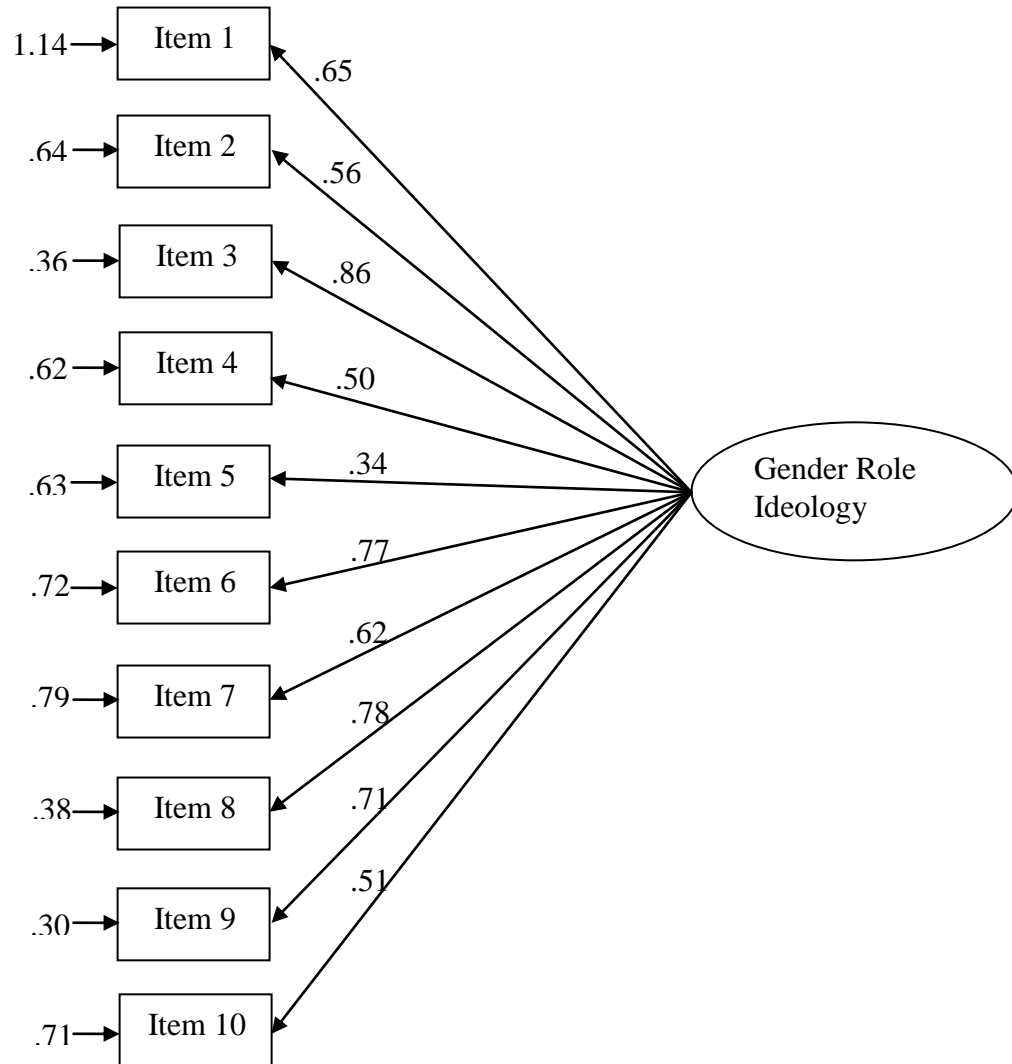
**APPENDIX E: Exploratory Factor Analysis on Gender Role Ideology  
Scale (Pilot Study)**

Items	Loadings	Explained Variance
Factor 1		42.567 %
7. Örnek bir anne, çalışmaktansa, evde olup temel sorumlulukları olarak çocuk ve ev bakımıyla ilgilenendir.	.843	
3. Bir erkeğin görevi para kazanmak, bir kadınınki ise evine ve ailesine bakmaktır.	.782	
8. Kadınların çalışması ergen sorunları gibi aile sorunlarının daha çok yaşanmasına sebep olur.	.773	
4. Bir kadın için kocasının kariyerine destek olmak kendisinin bir kariyer sahibi olmasından daha önemlidir.	.754	
5. Bir kadın çocuk sahibi olduktan sonra çalışmayı bırakmalıdır.	.734	
9. Çalışan kadınlar, genel yaşam standardının artmasına yardımcı olur.	.662	
6. Eğer eşlerin ikisi de çalışıyorlarsa evle ilgili sorumlulukları eşit şekilde paylaşmaları gerekir.	.663	
11. Bir kadının kariyer sahibi olması kabul edilebilir birşeydir, ama evlilik ve aile her zaman önce gelmelidir.	.548	
10. Çalışan kadınlar evlerine ve ailelerine karşı ilgilerini kaybederler.	.493	
1. Kadın tam zamanlı bir işte çalıştığında, ne olursa olsun aile yaşantısı bundan kötü etkilenir.	.379	
2. Çalışan bir anne çocuklarıyla, çalışmayan bir anne kadar sıcak ve güvenli bir ilişki kurabilir.	.325	

**APPENDIX F: Exploratory Factor Analysis on Subjective Work  
Demands Scale (Pilot Study)**

Items	Loadings	Explained Variance
Factor 1		47.42 %
7. İşte birçok şeyi aynı anda yapmak zorunda kalırım.	.772	
5. İşle ilgili çok fazla şeyi planlamam ve organize etmem gerekiyor.	.764	
2. İşimde yapmam gereken çok fazla iş oluyor.	.760	
6. İş hayatımla ilgili pek çok şeyi hatırımda tutmam gerekir.	.753	
1. İşteyken telaş içinde birçok iş yapmam gerekiyor.	.660	
8. İşte yapmam gereken şeyleri dikkatli bir şekilde koordine etmem gerekir.	.654	
3. İş hayatımda duygusal açıdan yıpratıcı olaylar yaşanabiliyor.	.595	
4. İş hayatımla ilgili meseleler yüzünden hayal kırıklığı yaşadığım olur.	.501	

**APPENDIX G: Confirmatory Factor Analysis on Gender Role Ideology Scale (Main Study)**



Chi-Square = 125.89, df = 35, P-value = 0.00000, RMSEA = 0.097

## **APPENDIX H: Items of the Measure of Work-to-Family and Family-to-Work Conflict**

### *Work-to-Family Conflict*

1. İşimin yarattığı stres aileme karşı olan görevlerimi yerine getirmemi zorlaştırmaktadır.
2. İşime harcadığım zaman aileme karşı sorumluluklarımı yerine getirmemi zorlaştırmaktadır.
3. İşimin bana yüklediği sorumluluklardan dolayı ailemle ilgili yapmak istediğim bazı şeyleri yapamıyorum.
4. İşim yüzünden, ailece yaptığımız planları değiştirmek zorunda kalırım.
5. İşimle ilgili sorumluluklarım aile hayatımı etkiliyor.

### *Family-to-Work Conflict*

1. Ailemle ilgili sıkıntılarım, iş performansımı olumsuz etkiler.
2. Aileme ayırmam gereken zaman nedeniyle, işlerimi ertelediğim olur.
3. Ailemin ya da eşimin talepleri, işimi etkilemektedir.
4. Aile hayatım yüzünden işimdeki temel sorumluluklarım aksayabiliyor.
5. Ailemin ya da eşimin taleplerinden dolayı işimle ilgili olarak yapmak istediğim bazı şeyleri yapamam.



## **APPENDIX I: Items of the Measure of Work-to-Family and Family-to-Work Enhancement**

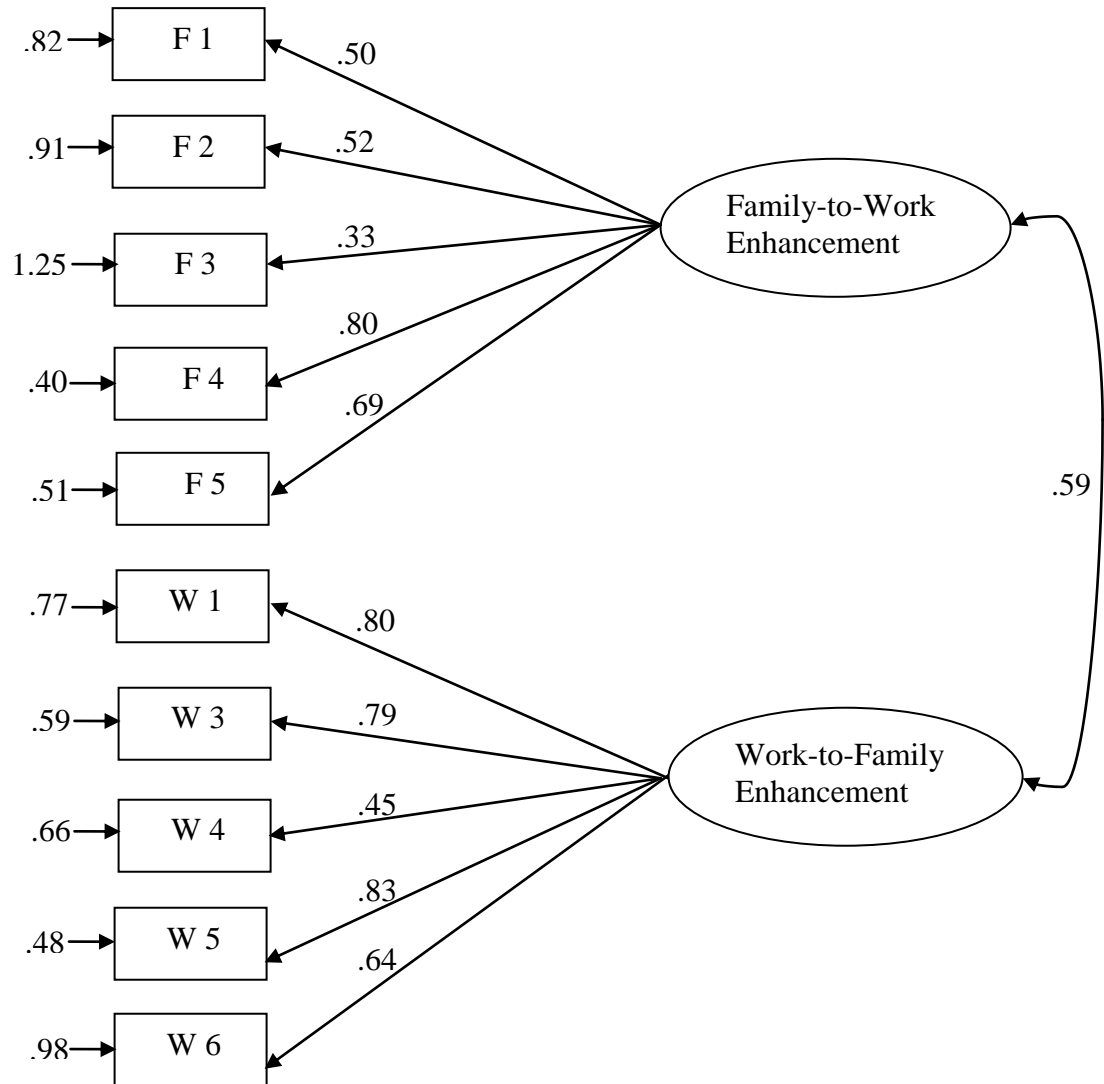
### *Work-to-Family Enhancement*

1. İşte öğrendiğim şeyler, aile içi ilişkilerimde de daha iyi olmamı sağlıyor.
2. İşten eve geldiğimde genelde pozitif bir ruh hali içinde olmam evdeki atmosferi de olumlu etkiliyor.
3. İş hayatımda geliştirdiğim problem çözme yöntemleri, ev hayatımda karşılaştığım sorunları daha etkili çözmeme yardımcı olur.
4. İşimde başarılı olmak, ev ve ailemle ilgili görevlerimi daha etkili bir şekilde yerine getirmek için bana güç verir.
5. İşim sayesinde, evle ilgili sorunlarımı farklı açılardan görebiliyorum.
6. İşimde harcadığım zaman, ailemle geçirdiğim zamanın daha kaliteli olması için beni motive eder

### *Family-to-Work Enhancement*

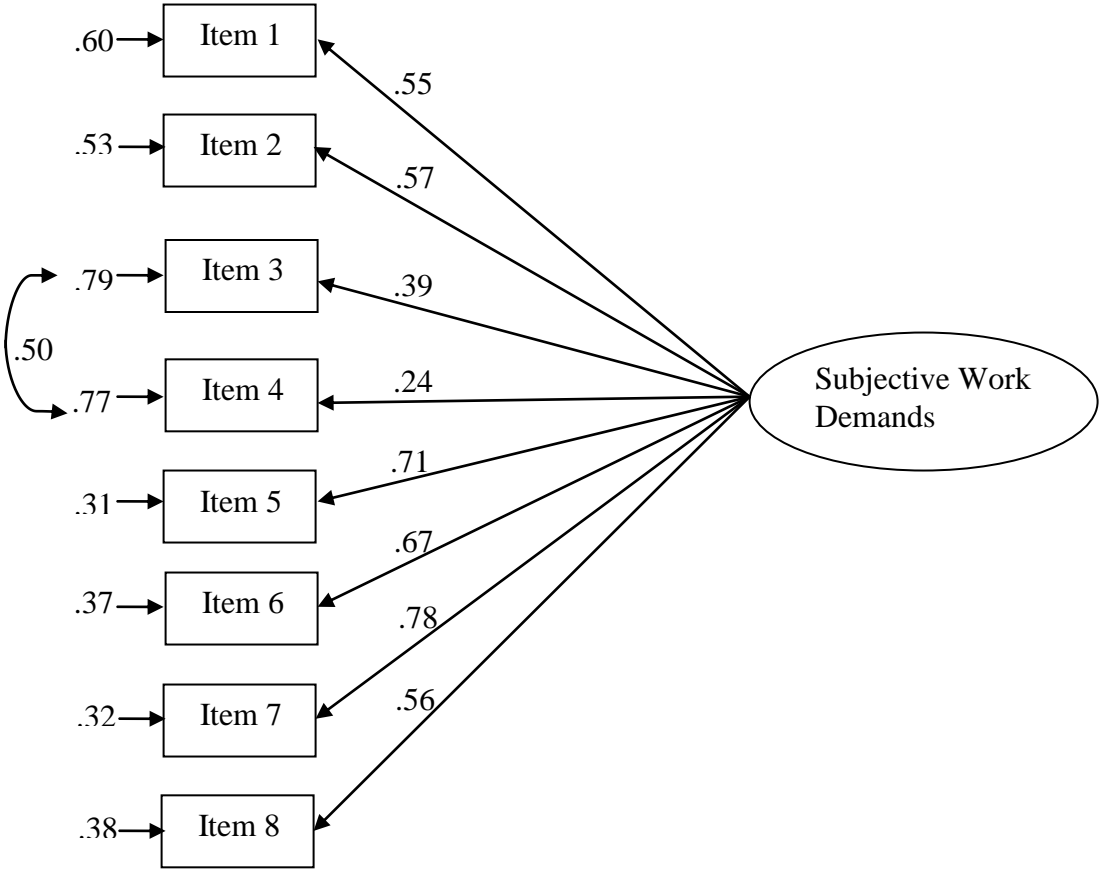
1. İşten sonra ailemle olacağımı bilmek, daha verimli çalışmak için beni motive eder.
2. Aile ve evle ilgili sorumlulukları eksiksiz yerine getirebiliyor olmam, işimde de kendime güvenmemi sağlar.
3. Ev hayatım sayesinde, işle ilgili sorunları bir kenara bırakabiliyorum.
4. Evde geçirdiğim zaman, işimdeki zamanımı verimli çalışarak geçirmem için beni teşvik eder.
5. Evde rahatlayıp enerjimi yeniden topladığım için, işte daha konsantre çalışabiliyorum.
6. Ev hayatımda edindiğim beceriler, işteki meselelerde de bana yardımcı oluyor.

**APPENDIX J: Confirmatory Factor Analysis on Work-to-Family and Family-to-Work Enhancement Measure (Main Study)**



Chi-Square = 95.72, df = 34, P-value = 0.00000, RMSEA = 0.081

**APPENDIX K: Confirmatory Factor Analysis on Subjective Work Demands Measure (Main Study)**



Chi-Square = 117.67, df = 19, P-value = 0.00000, RMSEA = 0.138

## **APPENDIX L: Items of the Measure of Work Saliience**

1. Hayatta meydana gelen en önemli şeyler işle ilgilidir.
2. İş, insanların zamanlarının çoğunu uğraşarak geçirmeleri gereken bir şeydir.
3. İş, insan yaşamının sadece küçük bir parçası olmalıdır.
4. İş hayatın merkezi etkinliklerinden biri olarak kabul edilmelidir.
5. Bana göre, bir kişinin hayatındaki hedefler işi ile ilgili olmalıdır.
6. Yaşam, insanlar sadece işleriyle yoğun bir şekilde meşgul olduklarında yaşamaya değerdir.

### **APPENDIX M: Items of the Measure of Family Salience**

1. Hayatta meydana gelen en önemli şeyler aile ile ilgilidir.
2. Aile, insanların zamanlarının çoğunu uğraşarak geçirmeleri gereken bir şeydir.
3. Aile, insan yaşamının sadece küçük bir parçası olmalıdır.
4. Aile yaşamı, hayatın merkezi etkinliklerinden biri olarak kabul edilmelidir.
5. Bana göre, bir kişinin hayatındaki hedefler ailesiyle ilgili olmalıdır.
6. Yaşam, insanlar sadece aileleriyle yoğun bir şekilde meşgul olduklarında yaşamaya değerdir.

## APPENDIX N: Items of the Measure of Core Self-Evaluations

1. Hayatta hak ettiğim başarıyı yakaladığıma eminim.
2. Bazen kendimi depresyonda hissedirim.
3. Uğraştığım zaman genelde başarıyorum.
4. Bazen başarısız olduğumda kendimi değersiz hissedirim.
5. İşleri başarıyla tamamlarım.
6. Bazen kendimi işime hakim hissetmem.
7. Genel olarak, kendimden memnunum.
8. Yeteneklerimle ilgili şüphe duyarım.
9. Hayatımda ne olacağını ben belirlerim.
10. Meslek yaşamımdaki başarıмым kontrolünün elimde olmadığını hissedirim.
11. Sorunlarımın çoğuyla başa çıkabilirim.
12. Bazı zamanlar var ki her şey bana karamsar ve ümitsiz görünür.

## **APPENDIX O: Questionnaire Package**

## Gönüllü Katılım Formu

Sayın Katılımcı;

Bu çalışma ODTÜ Endüstri ve Örgüt Psikolojisi Yüksek Lisans Programı öğrencisi Pınar Bıçaksız'ın “İş ve İş-Dışı Yaşam İlişkisi” konulu yüksek lisans tezi kapsamında yürütülmektedir.

Üç bölümden oluşan bu ankette iş ve iş-dışı yaşantıya ilişkin genel tutum, düşünce ve deneyimleri kapsayan sorular yer almaktadır. Her bölümün başında o bölümdeki soruların nasıl cevaplanacağına yönelik açıklamalar yer almaktadır. Lütfen bu açıklamaları dikkatlice okuyunuz. Anketin cevaplanması yaklaşık 15-20 dakika sürmekte olup herhangi bir süre kısıtlaması bulunmamaktadır.

ODTÜ İnsan Araştırmaları Etik Kurulu onayından geçmiş olan **bu çalışmaya katılım tamamıyla gönüllülük esasına dayanmaktadır**. Anket genel olarak, kişisel rahatsızlık verecek sorular içermemektedir. Ancak, katılım sırasında herhangi bir nedenden ötürü kendinizi rahatsız hissederseniz, cevaplamaı yarıda bırakabilirsiniz. Verdiğiniz bilgiler gizli tutulup, bu çalışma dışında hiçbir amaçla kullanılmayacaktır. Katılımınız için şimdiden çok teşekkür ederim.

Sorularınız için;

Pınar Bıçaksız  
Araştırma Görevlisi  
ODTÜ Psikoloji Bölümü  
Ofis: 0312 2105962  
E-posta: pbicaksiz@gmail.com

Danışman: Prof. Dr. H. Canan Sümer  
ODTÜ Psikoloji Bölümü  
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***Bu çalışmaya tamamen gönüllü olarak katılıyorum ve istediğim zaman yarıda kesebileceğimi biliyorum. Verdiğim bilgilerin bilimsel amaçlı yayımlarda kullanılmasını kabul ediyorum.***

İsim Soyad/Baş Harfler

\_\_\_\_\_

Tarih

\_\_\_/\_\_\_/\_\_\_

İmza

\_\_\_\_\_



## Bölüm 1

Bu bölümde iş ve iş-dışı yaşantıya ilişkin genel tutum ve düşünceleri yansıtan 57 madde bulunmaktadır. Sizden istenen, her bir maddede ifade edilen görüşe ne oranda katıldığınızı beş basamaklı ölçek üzerinde (1 = Hiç Katılmıyorum; 5 = Tamamen Katılıyorum), ilgili rakamın bulunduğu kutucuğu işaretleyerek belirtmenizdir.

1 = Hiç Katılmıyorum

2 = Pek Katılmıyorum

3 = Biraz Katılıyorum

4 = Oldukça Katılıyorum

5 = Tamamen Katılıyorum

		Hiç Katılmıyorum	Pek Katılmıyorum	Biraz Katılıyorum	Oldukça Katılıyorum	Tamamen Katılıyorum
1.	İşten sonra ailemle olacağımı bilmek, daha verimli çalışmak için beni motive eder.	1	2	3	4	5
2.	Kadın tam zamanlı bir işte çalıştığında, ne olursa olsun aile yaşantısı bundan kötü etkilenir.	1	2	3	4	5
3.	İşimin yarattığı stres aileme karşı olan görevlerimi yerine getirmemi zorlaştırmaktadır.	1	2	3	4	5
4.	Çalışan kadınlar evlerine ve ailelerine karşı ilgilerini kaybederler.	1	2	3	4	5
5.	İşime harcadığım zaman aileme karşı sorumluluklarımı yerine getirmemi zorlaştırmaktadır.	1	2	3	4	5
6.	İşleri başarıyla tamamlarım.	1	2	3	4	5
7.	Aile, insanların zamanlarının çoğunu uğraşarak geçirmeleri gereken bir şeydir.	1	2	3	4	5
8.	İşte öğrendiğim şeyler, aile içi ilişkilerimde de daha iyi olmamı sağlıyor.	1	2	3	4	5
9.	Ailemle ilgili sıkıntılarım, iş performansımı olumsuz etkiler.	1	2	3	4	5
10.	Hayatta meydana gelen en önemli şeyler işle ilgilidir.	1	2	3	4	5
11.	İşimin bana yüklediği sorumluluklardan dolayı ailemle ilgili yapmak istediğim bazı şeyleri yapamıyorum.	1	2	3	4	5
12.	Bazen başarısız olduğumda kendimi değersiz hissederim	1	2	3	4	5
13.	İş, insanların zamanlarının çoğunu uğraşarak geçirmeleri gereken bir şeydir.	1	2	3	4	5
14.	İşten eve geldiğimde genelde pozitif bir ruh hali içinde olmam evdeki atmosferi de olumlu etkiliyor.	1	2	3	4	5

		Hiç Katılmıyorum	Pek Katılmıyorum	Biraz Katılıyorum	Oldukça Katılıyorum	Tamamen Katılıyorum
15.	Bazen kendimi işime hakim hissetmem.	1	2	3	4	5
16.	Aile ve evle ilgili sorumlulukları eksiksiz yerine getirebiliyor olmam, işimde de kendime güvenmemi sağlar.	1	2	3	4	5
17.	Aileme ayırmam gereken zaman nedeniyle, işlerimi ertelediğim olur.	1	2	3	4	5
18.	Yaşam, insanlar sadece aileleriyle yoğun bir şekilde meşgul olduklarında yaşamaya değerdir.	1	2	3	4	5
19.	İşim yüzünden, ailece yaptığımız planları değiştirmek zorunda kalırım.	1	2	3	4	5
20.	Bana göre, bir kişinin hayatındaki hedefler ailesiyle ilgili olmalıdır.	1	2	3	4	5
21.	Ailemin ya da eşimin talepleri, işimi etkilemektedir.	1	2	3	4	5
22.	Örnek bir anne, çalışmaktansa, evde olup temel sorumlulukları olarak çocuk ve ev bakımıyla ilgilenendir.	1	2	3	4	5
23.	Aile hayatım yüzünden işimdeki temel sorumluluklarım aksayabiliyor.	1	2	3	4	5
24.	Aile, insan yaşamının sadece küçük bir parçası olmalıdır.	1	2	3	4	5
25.	İş hayatımda geliştirdiğim problem çözme yöntemleri, ev hayatımda karşılaştığım sorunları daha etkili çözmeme yardımcı olur.	1	2	3	4	5
26.	Bir kadın için kocasının kariyerine destek olmak kendisinin bir kariyer sahibi olmasından daha önemlidir.	1	2	3	4	5
27.	Ev hayatım sayesinde, işle ilgili sorunları bir kenara bırakabiliyorum.	1	2	3	4	5
28.	Yaşam, insanlar sadece işleriyle yoğun bir şekilde meşgul olduklarında yaşamaya değerdir.	1	2	3	4	5
29.	Yeteneklerimle ilgili şüphe duyarım.	1	2	3	4	5
30.	İşimde başarılı olmak, ev ve ailemle ilgili görevlerimi daha etkili bir şekilde yerine getirmek için bana güç verir.	1	2	3	4	5
31.	Eğer eşlerin ikisi de çalışıyorlarsa evle ilgili sorumlulukları eşit şekilde paylaşmaları gerekir.	1	2	3	4	5
32.	İşim sayesinde, evle ilgili sorunlarımı farklı açılardan görebiliyorum.	1	2	3	4	5

		Hiç Katılmıyorum	Pek Katılmıyorum	Biraz Katılmıyorum	Oldukça Katılmıyorum	Tamamen Katılmıyorum
33.	Uğraştığım zaman genelde başarıyorum.	1	2	3	4	5
34.	Evde geçirdiğim zaman, işimdeki zamanımı verimli çalışarak geçirmem için beni teşvik eder.	1	2	3	4	5
35.	Kadınların çalışması ergen sorunları gibi aile sorunlarının daha çok yaşanmasına sebep olur.	1	2	3	4	5
36.	Ailemin ya da eşimin taleplerinden dolayı işimle ilgili olarak yapmak istediğim bazı şeyleri yapamam.	1	2	3	4	5
37.	Genel olarak, kendimden memnunum.	1	2	3	4	5
38.	Evde rahatlayıp enerjimi yeniden topladığım için, işte daha konsantre çalışabiliyorum.	1	2	3	4	5
39.	Bana göre, bir kişinin hayatındaki hedefler işi ile ilgili olmalıdır.	1	2	3	4	5
40.	Meslek yaşamımdaki başarımların kontrolünün elimde olmadığını hissederim.	1	2	3	4	5
41.	Çalışan bir anne çocuklarıyla, çalışmayan bir anne kadar sıcak ve güvenli bir ilişki kurabilir.	1	2	3	4	5
42.	Bazı zamanlar var ki her şey bana karamsar ve ümitsiz görünür.	1	2	3	4	5
43.	İşimde harcadığım zaman, ailemle geçirdiğim zamanın daha kaliteli olması için beni motive eder.	1	2	3	4	5
44.	Bazen kendimi depresyonda hissederim.	1	2	3	4	5
45.	Bir erkeğin görevi para kazanmak, bir kadının ise evine ve ailesine bakmaktır.	1	2	3	4	5
46.	İşimle ilgili sorumluluklarım aile hayatımı etkiliyor.	1	2	3	4	5
47.	Bir kadın çocuk sahibi olduktan sonra çalışmayı bırakmalıdır.	1	2	3	4	5
48.	Sorunlarımın çoğuyla başa çıkabilirim.	1	2	3	4	5
49.	Hayatta meydana gelen en önemli şeyler aile ile ilgilidir.	1	2	3	4	5
50.	Hayatımda ne olacağını ben belirlerim.	1	2	3	4	5
51.	Çalışan kadınlar, genel yaşam standardının artmasına yardımcı olur.	1	2	3	4	5
52.	İş, insan yaşamının sadece küçük bir parçası olmalıdır.	1	2	3	4	5
53.	Bir kadının kariyer sahibi olması kabul edilebilir bir şeydir, ama evlilik ve aile her zaman önce gelmelidir.	1	2	3	4	5

		Hiç Katılmıyorum	Pek Katılmıyorum	Biraz Katılıyorum	Oldukça Katılıyorum	Tamamen Katılıyorum
<b>54.</b>	Ev hayatımda edindiğim beceriler, işteki meselelerde de bana yardımcı oluyor.	1	2	3	4	5
<b>55.</b>	Aile yaşamı, hayatın merkezi etkinliklerinden biri olarak kabul edilmelidir.	1	2	3	4	5
<b>56.</b>	Hayatta hak ettiğim başarıyı yakaladığıma eminim.	1	2	3	4	5
<b>57.</b>	İş hayatın merkezi etkinliklerinden biri olarak kabul edilmelidir.	1	2	3	4	5

## Bölüm 2

Bu bölümde, ev/aile hayatına ilişkin algılara yönelik toplam 13 madde bulunmaktadır. Sizden istenen, her bir maddede ifade edilen görüşe ne oranda katıldığınızı beş basamaklı ölçek üzerinde (1 = Hiç Katılmıyorum; 5 = Tamamen Katılıyorum), ilgili rakamın bulunduğu kutucuğu işaretleyerek belirtmenizdir.

- 1 = Hiç Katılmıyorum  
2 = Pek Katılmıyorum  
3 = Biraz Katılıyorum  
4 = Oldukça Katılıyorum  
5 = Tamamen Katılıyorum

### Ev İşleri

		Hiç Katılmıyorum	Pek Katılmıyorum	Biraz Katılıyorum	Oldukça Katılıyorum	Tamamen Katılıyorum
1.	Ev işleri beni tüketiyor.	1	2	3	4	5
2.	Ev işleri çok zamanımı alıyor.	1	2	3	4	5
3.	Ev işleri yüzünden kendime ayıracak vaktim kalmıyor.	1	2	3	4	5
4.	Ev işleriyle uğraşmak çok zor bir iş.	1	2	3	4	5
5.	Evde yapılması gereken işler sürkeli kafamı meşgul ediyor.	1	2	3	4	5

### Çocuk Bakımı

(Çocuğunuz yoksa bu bölümü geçiniz.)

		Hiç Katılmıyorum	Pek Katılmıyorum	Biraz Katılıyorum	Oldukça Katılıyorum	Tamamen Katılıyorum
6.	Çocuk(lar)la ilgilenmek beni yoruyor.	1	2	3	4	5
7.	Çocuk(lar)la ilgilenmekten kendime ayıracak vaktim kalmıyor.	1	2	3	4	5
8.	Çocuk büyütme çok zor bir iş.	1	2	3	4	5
9.	Çocuk(lar)la ilgilenmekten kendi hayatımı yaşayamadığımı düşündüğüm oluyor.	1	2	3	4	5
10.	Çocuk(lar)la ilgili yapmam gereken işler sürekli kafamı meşgul ediyor.	1	2	3	4	5

### Yaşlı/Hasta/Engelli Bakımı

(Evinizde bakıma muhtaç yaşlı, hasta veya engelli birisi bulunmuuyorsa bu bölümü geçiniz.)

		Hiç Katılmıyorum	Pek Katılmıyorum	Biraz Katılmıyorum	Oldukça Katılmıyorum	Tamamen Katılmıyorum
11.	Hasta/yaşlı/engelli birisine bakmak beni yoruyor.	1	2	3	4	5
12.	Hasta/yaşlı/engelli birisine bakmaktan kendime ayıracak vaktim kalmıyor.	1	2	3	4	5
13.	Hasta/yaşlı/engelli birisine bakmak çok zor bir iş.	1	2	3	4	5

### İşeYönelik Algılar

Aşağıda iş yaşantısına ilişkin algılara yönelik sekiz madde bulunmaktadır. Sizden istenen, her bir maddede ifade edilen durumu **ne sıklıkla** yaşadığınızı beş basamaklı ölçek üzerinde (1 = Hiçbir Zaman; 5 = Her Zaman), ilgili rakamın bulunduğu kutucuğu işaretleyerek belirtmenizdir.

- 1 = Hiçbir Zaman
- 2 = Nadiren
- 3 = Bazen
- 4 = Genellikle
- 5 = Her Zaman

		Hiçbir Zaman	Nadiren	Bazen	Genellikle	Her Zaman
1.	İşteyken telaş içinde birçok iş yapmam gerekiyor.	1	2	3	4	5
2.	İşimde yapmam gereken çok fazla iş oluyor.	1	2	3	4	5
3.	İş hayatımda duygusal açıdan yıpratıcı olaylar yaşanabiliyor.	1	2	3	4	5
4.	İş hayatımla ilgili meseleler yüzünden hayal kırıklığı yaşadığım olur.	1	2	3	4	5
5.	İşle ilgili çok fazla şeyi planlamam ve organize etmem gerekiyor.	1	2	3	4	5
6.	İş hayatımla ilgili pek çok şeyi hatırımda tutmam gerekir.	1	2	3	4	5
7.	İşte birçok şeyi aynı anda yapmak zorunda kalırım.	1	2	3	4	5
8.	İşte yapmam gereken şeyleri dikkatli bir şekilde koordine etmem gerekir.	1	2	3	4	5

### **Bölüm 3**

Bu bölümde sizden ev ve iş yaşantınıza yönelik bazı bilgiler istenmektedir.

#### **Ev Gereklere**

1. Ev işleri için size düzenli olarak gelen bir yardımcınız var mı?  
\_\_Evet \_\_Hayır
2. Evet ise, ev işleri için ayda kaç gün yardımcı alıyorsunuz? \_\_\_\_\_
3. Ev işleri için günde ortalama kaç saat harcıyorsunuz? \_\_\_\_\_
4. Evdeki işlerin (varsa yardımcınızın yaptığı işler dışında kalanların), ne kadarını siz, ne kadarını eşiniz yapar?  
% \_\_\_\_\_ben  
% \_\_\_\_\_eşim
5. Çocuğunuz var mı?\_\_ Evet \_\_Hayır
6. Evet ise, kaç çocuğunuz var? \_\_\_\_\_
7. Çocuğunuz/çocuklarınız kaç yaşında? \_\_\_\_\_
8. Çocuk bakımında yardım aldığınız birisi var mı?  
\_\_Evet \_\_Hayır
9. Evet ise, çocuk bakımında kimden/nereden yardım alıyorsunuz?  
\_\_\_\_\_
10. Evde sizinle kalan yaşlı, hasta veya engelli birisi var mı?  
\_\_Evet \_\_Hayır
11. Evet ise, evde sizinle kalan yaşlı, hasta veya engelli kişi ne kadar sizin bakımınıza muhtaç?  
\_\_Kısmen \_\_Tamamen
12. Evde sizinle kalan yaşlı, hasta veya engelli kişiye bakmakla sorumlu bir yardımcınız var mı?  
\_\_Evet \_\_Hayır

## İş Gerekleri

1. Günde ortalama kaç saat çalışıyorsunuz? \_\_\_\_\_
2. İşiniz haftasonları da çalışmayı (işe gitmeyi) gerektirir mi? \_\_ Evet \_\_ Hayır
3. İş yeriniz dışında, işinizle ilgili çalışmanız gerekir mi? \_\_ Evet \_\_ Hayır
4. Evet ise, iş yeriniz dışında işinizle ilgili günde ortalama kaç saat çalışmanız gerekir? \_\_\_\_\_
5. İşiniz vardiyalı çalışmayı gerektirir mi? \_\_ Evet \_\_ Hayır
6. İş saatlerinizi ne dereceye kadar kendiniz ayarlayabilirsiniz?

Tamamen Benim Kontrolüm Dışında	Genellikle Benim Kontrolüm Dışında	Kısmen Ben Ayarlayabilirim	Çoğunlukla Ben Ayarlarım	Tamamen Ben Ayarlarım
1	2	3	4	5

7. İşiniz ne sıklıkla yurt içi veya yurt dışı seyahatlere çıkmanızı gerektirir?

Hiçbir Zaman	Yılda 1-2 Kere	3-4 Ayda Bir	Ayda 1-2 Kere	Neredeyse Her Hafta
1	2	3	4	5

## Demografik Bilgiler

Yaş: \_\_\_\_\_

Cinsiyet: \_\_K \_\_E

Medeni Hal: \_\_Evli \_\_Bekar

İşiniz/Mesleğiniz: \_\_\_\_\_

Çalıştığınız Kurum: \_\_\_\_\_

Eğitim Durumu: \_\_\_\_\_

Ünvanınız(Mevki/Pozisyon): \_\_\_\_\_

Kaç yıldır bu işi yapıyorsunuz? \_\_\_\_\_

Kaç yıldır şu anki kurumunuzda çalışıyorsunuz? \_\_\_\_\_