

Best of the Best

2007



Summaries of the Top Twenty Nominees for the
Rosabeth Moss Kanter Award for Excellence in
Work-Family Research

A partnership of
The Center for Families at Purdue University
The Boston College Center for Work & Family

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Best of the Best

The 2007 Rosabeth Moss Kanter Award
for Excellence in Work-Family Research

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A partnership of
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The Boston College Center for Work & Family

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Table of Contents

Introduction	5
Biography of Rosabeth Moss Kanter	6
Excerpts from <i>Work and Family in the United States</i>	8
Commentary	9
The Winning Article: Author Biographies and Summary	17
Pursuing preferences: The creation and resolution of work hour mismatches	
Summaries of Finalist Articles	20
Measuring the positive side of the work-family interface	
Work-to-relationship conflict: Crossover effects in dual-earner couples	
Child care, work and depressive symptoms among low-income mothers	
Moderating effects of conscientiousness and perceived organizational support	
Summaries of the Remaining Articles in the Kanter Top 20	25
Dual-earner couples' caregiving strategies	
Risk of divorce in Germany and the United States	
Parental education, time in paid work and time with children	
Mexican American fathers' occupational conditions	
Crossover of workplace aggression experiences in dual-earner couples	
Constructing the "good mother"	
Gender ideology, division of housework, and the geographic mobility of families	
Gender beliefs and the meaning of work among Okinawan women	
The effect of parental absences and household relocations on children's academic achievement	
Women's employment opportunities in 22 countries	
Gender differences in the relationship between free time and feeling rushed	
Gender differences in restricting work efforts because of family responsibilities	
Combining care work and paid work: Do workplace policies make a difference?	
Nonstandard work schedules, family relationships, and children's well-being	
Work-home interference: How does it manifest itself from day to day?	
Award Procedures	41
Kanter Award Committee	42
Journals Reviewed	43
Award Partners and Sponsor	44

Introduction

Welcome to the 2007 volume of “Best of the Best.” This publication makes it possible for work-life practitioners to quickly become familiar with the best that the world of scientific research has to offer them.

Over the past few decades there has been an explosion of research on the relationships between work and nonwork life. Researchers studying these issues come from many disciplines and professions, resulting in fragmented awareness of one another’s work. In addition, exchanges of research information among scholars, consultants and corporate practitioners are limited. Some excellent studies have failed to have impact because of lack of awareness.

The Kanter Award raises awareness of high quality work-family research among the scholar, consultant and practitioner communities. It fosters debate about what the standards of quality for work-family research should be, and ultimately will raise those standards. And it identifies the “best of the best” on which to base future research.

The award is named for Rosabeth Moss Kanter, who has been identified by leading scholars as the person having the most influence on the modern research literature on work and family. The proposals contained in her 1977 monograph *“Work and Family in the United States: A Critical Review and Agenda for Research and Policy”* remain timely over a quarter-century later.

In this report you will find summaries of the 20 best scientific research articles published during the year 2006 and nominated for the 2007 Kanter award. These articles were selected after reviewing more than 2500 studies published in peer-reviewed journals. You also will find a list of all the articles nominated, email addresses for the authors, and a commentary giving an overview of the nominees. We appreciate very much the work of the authors and the reviewers who produced and selected these wonderful studies – hopefully you will too. Enjoy!

Rosabeth Moss Kanter Biography

Rosabeth Moss Kanter is the Ernest L. Arbuckle Professor of Business Administration at Harvard Business School, specializing in strategy, innovation, and leadership for change. She advises major corporations and governments worldwide, and is the author or co-author of 16 books, including her newest book, *Confidence: How Winning Streaks and Losing Streaks Begin and End and Evolve! Succeeding in the Digital Culture of Tomorrow*. Other award-winning bestsellers include *Men & Women of the Corporation*, *The Change Masters*, *When Giants Learn to Dance*, and *World Class: Thriving Locally in the Global Economy*, and *Rosabeth Moss Kanter on the Frontiers of Management*. In 2001 she received the Academy of Management's Distinguished Career Award, its highest award for scholarly contributions, for her impact on management thought, and in 2002 received the World Teleport Association's Intelligent *Community Visionary of the Year* Award.

Professor Kanter's current work focuses on leadership of turnarounds – how winning streaks and losing streaks begin and end – which she is examining in businesses across a variety of industries, major league sports, inner-city schools, and countries whose economic fortunes have changed. She is also interested in the development of new leadership for the digital age – how to guide the transformation of large corporations, small and mid-sized businesses, health care, government, and education as they incorporate new technology, create new kinds of alliances and partnerships, work across boundaries and borders, respond to accountability demands, and take on new social responsibilities. She serves as a senior adviser to IBM's award-winning Reinventing Education initiative, currently active in 21 sites in the U.S. and in 8 other countries and is partnering with IBM to bring her leadership models to K-12 education reform (www.reinventingeducation.org). In 1997-1998 she conceived and led the Business Leadership in the Social Sector (BLSS) project at Harvard Business School including CEOs, Senators, and Governors in dialogue and a call to action about public-private partnerships for change. From 1989-1992 she also served as Editor of the *Harvard Business Review*, which was a finalist for a National Magazine Award for General Excellence in 1991. She joined the Harvard Business School faculty in 1986 from Yale University, where she held a tenured professorship from 1977 to 1986; previously, she was a Fellow in Law and Social Science at Harvard Law School.

Professor Kanter has received 22 honorary doctoral degrees and over a dozen leadership awards, and has been named to lists of the "50 most influential business thinkers in the world" (ranked in the top 10), the "100 most important women in America" and the "50 most powerful women in the world." Her public service activities span local and global interests. She has been a judge for the Ron Brown Award for Corporate Leadership given at the White House, a member of the Board of Overseers for the Malcolm Baldrige National Quality Award, is a Fellow of the World Economic Forum, served on the U.S. Secretary of Labor's Committee on Skills Gap of the 21st Century Work Force Council and the Massachusetts Governor's Economic Council (for which she was co-chaired the International Trade Task Force), led the effort to establish a Year 2000 Commission for legacy

projects for Boston, and currently serves on the Massachusetts Convention Center Authority board. She has been a corporate and pension fund director and sits on many civic and non-profit boards, including City Year, the national urban youth service corps that was the model for Americorps and is now expanding internationally, to South Africa and other countries.

She co-founded Goodmeasure Inc., a consulting group, and also serves as a director or adviser for other companies. Her consulting clients include some of the world's most prominent companies, and she has delivered keynote addresses for major events in the U.S. and dozens of other countries, sharing the platform with Prime Ministers and Presidents. Goodmeasure has developed Web-based versions of her leadership and change tools (www.changetoolkit.com), to help embed them in the daily work of organizations everywhere.

(excerpted from www.goodmeasure.com)

Excerpts from

Work and Family in the United States: A Critical Review and Agenda for Research and Policy

by Rosabeth Moss Kanter
Russell Sage Foundation, 1977

Whatever one's definition of "normal" family life and optimal individual development, it is at least clear that poor economic position places undue stress on personal relations. There would seem to be little need to further document this association. However, it would be valuable in an area, such as this, to specify the conditions under which people cope most effectively with stresses introduced into their lives by work conditions, so that people can be supported in their own attempts to create satisfying lives. An emphasis on coping mechanisms, rather than only documenting statistical associations, would help alleviate the assumption of "pathology" introduced into discussions of the family life of the disadvantaged in the 1960s. We would learn about the sources of personal strength which social policy can help reinforce. Research, in short, should not contribute to foreclosing the options for people's private arrangements by assuming only a limited number of "healthy" or permissible life-styles.

(P. 91)

I have argued throughout this report that work and family are connected in many subtle and unsubtle, social, economic, and psychological ways belying the simplified version of the myth of separate worlds with which I began. If anything, the literature surveyed here makes evident the fact that separateness itself might be seen as a variable and a dimension, rather than a fixed aspect of social structure. We need to pay attention to the variety of patterns of separateness and connectedness between working and loving, occupations and families, in the United States. And we need to examine the consequences of these patterns of work-family association for the lives of American men, women, and children.

(P. 89)

Commentary

This report describes the top 20 research studies nominated for the 2007 Rosabeth Moss Kanter Award for Excellence in Work-Family Research, given for the best research article published during a given year. A large panel of scientists did the “heavy lifting,” wading through over 2500 published articles to find the best of the best (the full process is described at the end of the report). This report is a crib-sheet – an hour’s worth of reading will tell you about an entire year’s worth of the best scientific research about work-life from all over the world. Following this commentary, you will find summaries of each of the top 20 articles, contact information for their authors in case you have questions, and a description of the award process and its sponsors.

The review committee has become more diverse with each competition. The 2007 committee included scientists from nine countries: the U.S., Australia, Canada, Cyprus, the UK, Austria, Singapore, Israel, and Spain. The list of scientific journals reviewed for the competition has continued to expand, now including 74 journals from the fields of management, family studies, sociology, psychology, economics, management, demography, social work, and gerontology. A chart at the end of this commentary documents the popularity of specific topics in this year’s competition. The most popular topics this year included wives’ and mothers’ employment, and the duration and timing of work.

The globalization of work-family research continues in this year’s competition, with nine of the top 20 articles featuring data or authors from overseas. Several of these studies compare countries that have adopted different policy strategies to address similar goals, providing valuable insights about what works -- and what only appears to work.

Marriage

Marriage made a comeback in this year’s Kanter competition. While several articles focused on marriage, three are of particular interest. In a twist on a long line of research focusing on wives’ paid work and the likelihood of divorce, **Top 20** author **Cooke** examined divorce risk in relation to how couples divide unpaid work – better known as housework. Cooke compared the U.S. and Germany to see if the consequences of dividing housework in particular ways would be different in the more egalitarian U.S. and the more traditional Germany. The results showed that it was not any particular division of housework that mattered, but the couples’ fit with their cultural context. Couples where wives earned a larger share of the earnings or husbands carried a larger share of the housework were at greater risk of divorce in Germany, but more equal divisions of housework appeared to be optimal in the United States. Unexpectedly, relying on only one breadwinner – male or female -- raised the risk of divorce in the U. S.

Two articles added to a growing literature on crossover effects that travel between spouses. Finalist Matthews and colleagues examined the relationship between negative effects coming from work and tension in couples’ relationships. Women whose work interfered with their relationships were more likely to have husbands who reported feeling irritated or annoyed with them, but the opposite was true for men. Men whose work interfered with their relationships were LESS likely to have wives who reported feeling irritated or annoyed with them, suggesting that wives

“For organizations concerned with the health and well-being of their employees...the target of interventions should be broadened to include workers’ partners in addition to workers themselves.”

(MATTHEWS ET AL., P. 238)

"Rather than suggesting that contemporary families are egalitarian in work-family allocation, these results suggest that women continue to adapt their work efforts to the needs of their families... there is no evidence that contemporary men allow family considerations to intrude on work efforts."

(MAUME, P. 866 & 867)

were more likely than husbands to tolerate the demands of their partners' jobs. **Top 20** author **Haines** and colleagues added a new topic to the crossover literature -- workplace aggression -- finding that partners' levels of psychological distress were related to both their own AND their partner's experience of aggression at work. These studies add to a growing body of evidence that workers' experiences at work have consequences far beyond just the worker.

In a very specific examination of marital dynamics, **Top 20** author **Maume** examined men's and women's reports of turning down job opportunities such as promotions, travel, or relocations for family reasons. The researcher was looking for any signs that men's job related behavior has changed as women have become more involved in high-level occupations. The news was not very encouraging, for women or their employers. Men who had wives in professional or managerial jobs made 42.3% fewer trade-offs than men with wives in lower-level jobs, but the opposite was true for women: women married to husbands with professional or managerial jobs made 40.4% more trade-offs. Each additional hour worked resulted in 1.6% fewer trade-offs for men, but 1.3% more job trade-offs for women.

Caregiving

Care for children and other dependents featured prominently in this year's competition. One of the most persistent questions about work and family concerns the effects of parents' jobs on children's lives. **Top 20** author **Craig** examined the effects of employed parents' education on the amount and type of time they spent with their children. Parents with post-secondary education spent over an hour more each day providing child care than those without post-secondary education. The extra time with children was spent mainly in physical and developmental activities fostering children's well-being. Women with post-secondary education spent about a half an hour less time in housework than those without, reinforcing the finding from earlier studies that housework is sacrificed to maintain time to spend with children.

Top 20 author **Strazdins** and colleagues studied the impact of parents' work schedules on family functioning and children's well-being. Parents working nonstandard schedules reported worse family functioning, more depressive symptoms, and less effective parenting. Children whose parents worked non-standard schedules were more likely to have social and emotional difficulties, especially if there were also problems with family relationships or parents' well-being.

Top 20 author **Lyle** focused on the effects on children of yet another aspect of parents' work -- parents' absence and family relocations. Data from military families showed that children's math scores were lower when parental absences were longer and when children moved more frequently. Parental absences and household relocations had the most detrimental effects on children with single or less educated parents, children with mothers in the Army, and younger children.

Gender Matters

Many studies over the years have made it clear that it is not just what workers do at work and at home, but how they think and feel about what they do that matters for well-being and job performance. In an unusual study, **Top 20** author **Lee** interviewed elderly Okinawan women about their gender beliefs and their work involvement. Due to the deaths of their husbands in World War II, several of the women

had entered the labor force and worked for many years. Unexpectedly, for these Okinawan widows participation in the labor force did not lead to more egalitarian gender beliefs. Instead, most of the widows felt that the man should work outside the home and the woman should care for the family. Their conservative gender beliefs appeared to be an attempt to reconstruct gender boundaries in their families, indicating that women's employment may lead to the adoption of egalitarian beliefs only when it does not challenge gender boundaries within the family.

All parents, but perhaps especially mothers, face the challenge of resolving expectations about being a good parent and also a good worker. **Top 20** authors **Johnston and Swanson** studied mothers' definitions of the 'ideal mother' to understand differences between the views of stay-at-home and employed mothers. All mothers had found ways to make their mothering expectations consistent with their working status. At-home mothers identified with being accessible, mothers who worked part-time emphasized quality over quantity of time, and mothers who worked full-time expressed the merits of child-empowerment. All three groups also identified the costs of their choices. At-home mothers reported losses of patience, mothers who worked part-time reported career limitations, and mothers who worked full-time lamented a shortage of time with their children.

Gender ideologies also affect how couples make work-related decisions, as shown in a study by **Top 20** author **Jurges**. The study focused on relocation decisions, assessing the role of partners' gender ideologies, levels of education, and participation in housework. In traditional couples, only the education level of the husband was related to the decision to migrate. In egalitarian couples, the husband's level of education had a slightly smaller effect than that of the wife on the decision to relocate. When education levels were similar among egalitarian dual-earner couples, the decision to relocate was more symmetrical.

How Does It All Work?

As the literature about connections between work and nonwork life has matured, researchers have delved more deeply into the 'how' question – exactly how does one domain affect the other? **Finalist Carlson** and colleagues contributed to this effort by developing a scale to measure how work and nonwork life enrich one another – a needed counterpoint to the tilt in the literature toward negative influences. A series of studies revealed three types of influences flowing in each direction. Individuals learn skills at work and at home that they can carry with them to the other domain. They have experiences in each domain that lead to positive moods they can carry with them. And at home, individuals may receive encouraging messages that help them to maintain their focus and efficiency at work. Conversely, work may provide personal fulfillment and success that benefits workers both there and at home.

Both research data and the popular press make it clear that individuals are feeling more rushed today than in previous decades. **Top 20** authors **Mattingly and Sayer** delved into this issue to determine for whom this is happening. Using detailed time diaries from 1975 and 1998, they found that men and women had similar amounts of free time in 1975, but that by 1998 a 30-minute gender gap had emerged, with women but not men having significantly less free time in the later period. Women also were 1.7 times more likely to feel rushed in 1998 than in 1975, but there was no parallel increase for men. Each hour of free time for men reduced

"Educated women, particularly, may be subject to powerful contradictory imperatives: on the one hand, to meet the current normative prescription of good mothering and on the other, to earn money and realize their individual potential by participating in paid work."

(CRAIG, P. 558)

"Facing high levels of family-to-work conflict, workers receiving considerable organizational support are likely to maintain their motivation to exert effort and therefore sustain effective performance."

(WITT AND CARLSON P. 348)

the odds they felt rushed by 8%, but this was not true for women. The clue to explaining this finding may lie in the fact that being married and having children increased the odds of feeling rushed for women but not for men. Because of their disproportionate caregiving responsibilities, free time is much more likely to be interrupted and fragmented for women than for men, reducing their opportunities to benefit from it.

Digging down to an even deeper level, **Top 20** author **Van Hoof** and colleagues, examined how workers' feelings of interference between work and home develop over the course of a week, and how they are related to daily activities at work and at home. The researchers were particularly interested in workers' opportunities to recover from work demands, based on the prediction that workers who don't recover will accumulate problems. There was both good news and bad news in the results. The good news was that workers' fatigue and sleep complaints did not appear to accumulate over the course of the week, although this finding contradicts biological data from some other studies. The bad news was that workers who did work at home during the evenings did appear to lack sufficient recovery time, resulting in sleep complaints and fatigue that carried over into the next work day.

Finalists Witt and Carlson dove even deeper to study how workers' personality characteristics affect their experiences of work-family conflict. Results showed that family-to-work conflict had the greatest impact on highly motivated and conscientious workers – definitely a group employers want to retain. Good news here was that organizational support appeared to be very helpful. Workers who experienced high levels of conflict were more likely to maintain their motivation and performance at work when they received organizational support.

Special Populations

As the work-life discipline has evolved, it has merged in many workplaces with diversity initiatives. Maximizing the contribution of every worker requires dealing with this diversity. Several of this year's Kanter Award nominees focused on diverse sub-populations within the workforce.

Finalist Press focused on symptoms of depression among low-income mothers of diverse ethnic backgrounds, particularly as it related to child care. Regardless of ethnicity, not having health insurance, working a nontraditional work shift and being unemployed all were related to increases in depressive symptoms. Employed mothers were more likely to report feeling depressed when they preferred a different child care arrangement because of low quality or high cost. Even when mothers had higher quality jobs, they experienced more depressive symptoms when their child care was inadequate. Improving the quality and affordability of child care for low-income mothers is thus likely to benefit not only their children, but also the psychological health of mothers themselves.

Addressing a bias in earlier studies, **Top 20** author **Crouter** and colleagues focused on Mexican American fathers and the implications of their work situations for their spouses and children. When fathers earned less, their family members reported more depressive symptoms, especially when mothers were more acculturated. When fathers experienced more racism, their family members reported more depressive symptoms, especially when mothers were less acculturated.

"...members of minority groups are more likely to experience negative occupational conditions, such as low wages, discrimination, and underemployment, which may pose challenges for them and their families."

(CROUTER ET AL., P. 843)

Workplace Policies

The most immediate lessons of the Kanter competition for corporate work-life practitioners often come from the studies that focus directly on workplace policies and practices.

Extending their winning research from last year, *Top 20* authors **Mandel & Semyonov** again examined women's labor force experiences in 22 countries. Consistent with their predictions, they found that countries with more policies to support working mothers had higher labor force participation among mothers, especially mothers of preschool-aged children. But supportive policies also were likely to increase the likelihood that women would reduce their work hours and enter full-time employment. Thus, policies that allow long absence from paid work may encourage discrimination by employers and contribute to under-representation of women in high-level jobs.

Top 20 authors **Chesley and Moen** studied caregiving for elderly or infirm relatives, finding that neither men nor women scaled back their work hours to meet caregiving demands, and that using company benefits did not appear to reduce feelings of distress. Women expressed increased distress when they took on caregiving responsibilities, but their distress did not decrease when they moved out of caregiving roles. Conversely, men experienced a sense of personal mastery and increased personal growth when they took on caregiving responsibilities, with little change when exiting the role. The findings suggested that women struggle with caregiving responsibilities regardless of whether their husbands are involved.

The *Top 20* study by **Pavalko and Henderson** elaborates on Chesley and Moen's findings, however, to show that while workplace policies may not reduce feelings of distress, they may make it possible for caregivers to avoid leaving the labor force. Pavalko and Henderson found that employed women were 50% more likely to leave their jobs after they started care work, but over a two-year period, women with access to flexible hours, unpaid family leave, and paid sick or vacation days were significantly more likely remain employed and maintain their work hours. This study provides more good evidence of a connection between supportive policies and employee retention.


Winners Reynolds and Aletraris used Australian data to examine what happens when mismatches emerge between the number of hours workers are working and the hours they would prefer to work. The key finding from their study is that both men and women were more likely to successfully resolve their mismatches when they left their employers than when they stayed.







"...organizations can make a difference in restructuring the workplace to meet the challenge of a workforce with caregiving responsibilities."

(CHESLEY & MOEN., P. 1267)

Lessons for Practitioners

- Gender remains a powerful element in the work-life relationship. Despite considerable advancement by women to higher-level and better-paying jobs, women are still doing more housework and caregiving, giving up more free time, and making more job tradeoffs than men. The evidence suggests that women do far more to adapt to the demands of their husbands' jobs than the reverse.
- Supportive policies appear to help caregivers to delay their departures from the labor force and to help highly motivated and conscientious workers deal with conflicts they feel between work and home. However, policies must be carefully constructed to avoid creating negative long-term consequences that limit women's career advancement.
- In an era of rapidly rising health care costs, workers' inability to fully recover from job demands at the end of the day is of serious concern.
- Despite many years of effort to create supportive workplaces, the relative disadvantage of low-income and ethnic minority workers still exists.
- Workers' experiences on the job have implications far beyond the worker him or herself, including the quality and longevity of marriages, the quality of care given to their children and their children's later academic achievement and mental health. Supportive programs and policies have substantial multiplier effects.

In the remainder of this report, the symbol  indicates the likely relevance of a particular article for work-life practitioners:

-  Somewhat relevant
-   Relevant
-    Very relevant

The Winning Article

Author Biographies and Summary

Author Biographies

Jeremy Reynolds is associate professor of sociology at the University of Georgia. He earned his Ph.D. in sociology from the University of North Carolina at Chapel Hill in 2001. His research highlights the connection between paid work and inequality by examining two primary questions: What do workers want from their jobs? and Why are many workers unable to get what they want? Dr. Reynolds is especially interested in mismatches between the number of hours people prefer to work and the number of hours they actually work. His early publications define these hour mismatches and examine their forms, their prevalence, and their correlates. His later work clarifies how they are related to people's lives outside of work and to conflict between work and family responsibilities. Currently, he is using panel data from Australia and the United States to study how hour mismatches are created and resolved and the extent to which those two processes are driven by changes in actual and/or preferred hours. His research is supported by funding from the Alfred P. Sloan Foundation and has appeared in leading journals including *American Sociological Review*, *Social Forces*, *Work and Occupations*, *Journal of Marriage and Family*, and *Journal of Family Issues*.

Lydia Aletraris is a Ph.D. candidate in the Department of Sociology at the University of Georgia, where she earned her M.A. in 2005. She received her B.Sc. in Psychology from the Illinois Institute of Technology with a minor in Management in 2003. Her research interests include work-family issues and how the changing nature of work affects individuals and organizations. She is especially interested in the use of nonstandard work arrangements, such as temporary and contract work, in organizations. Her earlier research examined how and why temporary agency workers differ from other workers in terms of job satisfaction. Currently, she is using data containing information about U.S. workers and their employing establishments to study the impact of the prevalence of nonstandard workers in organizations, particularly on relations between employees and management, and on the levels of workplace discrimination reported. She has co-authored publications in *American Sociological Review*, *Journal of Family Issues*, and *Research in the Sociology of Work*.



Pursuing Preferences: The Creation and Resolution of Work Hour Mismatches

J. Reynolds & L. Aletraris

American Sociological Review
Volume 71, 2006, pp. 618-638
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Mismatches between the number of actual and preferred hours that individuals work are linked to organizational performance, worker safety, personal well-being, conflicts between work and family life and gender inequality. Research has not yet revealed whether mismatches in work hours are resolved by workers giving up their preferences, or by changes in workplace policies or labor force practices. This study examined how mismatches appear and change over time, including how they are resolved.

Data for this study came from the "Household Income and Labor Dynamics in Australia" (HILDA) survey. The sample consisted of 4,033 individuals who worked for pay at each of 2 waves of data collection. Two groups were studied: respondents who had an hour mismatch in Wave 1 (and thus the potential to resolve a mismatch), and those who did not have a mismatch at Wave 1 (and thus had the potential for a mismatch to emerge).

Results showed that while men worked on average 10 more hours than women, approximately 1/3 of men and women wanted to work fewer hours. Men were slightly more likely than women to report mismatches.

Both men and women were more likely to successfully resolve a mismatch when they wanted to work more, as opposed to fewer, hours. Mismatches were typically created and resolved by changes in both actual and preferred hours, rather than changes in just one or the other. Notably for work-life professionals, men and women were more likely to resolve mismatches if they left their employer than if they stayed.

The authors suggest that employers could help to resolve mismatches by staying in touch with employees' needs and providing secure jobs that allow them the flexibility to work in moderation.

"When labor markets fail to provide the work hours people prefer, the markets pose a threat to organizational performance and worker safety...hour mismatches represent a growing threat to organizational success...[and] hinder attempts to build the cohesive, loyal, efficient workforces often touted as the key to organizational success."

(P. 620)

Summary prepared by Colleen Pagnan and Shelley M. MacDermid

Summaries of Finalists



Measuring the Positive Side of the Work-Family Interface: Development and Validation of a Work-Family Enrichment Scale

D. Carlson, K. Kacmar, J. Wayne, & J. Grzywacz

Journal of Vocational Behavior

Volume 68, 2006, pp. 131-164

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Many studies have focused on the negative effects of work and family on one another. There are very few studies, however, about how work and family enrich one another by providing individuals with resources that may help them in other areas of their lives. This study developed and tested a tool to measure enrichment.

A series of studies was conducted to construct the measurement tool. The first study developed a list of questionnaire items to be tested, and the second improved and refined the items. From these two studies, 30 items were developed to measure six aspects of enrichment. The measurement tool was then validated with additional studies. The first studies tested the 30 items for validity, resulting in the selection of 18 items, which were validated in the final study. In total, the measurement tool was tested on five different samples totaling over 600 subjects.

Results indicated six dimensions of work-family enrichment, three focusing on how family life enriches work, and three focused on how work enriches family. Family-to-work enrichment has three forms: *Development*, or the extent to which workers learn knowledge and skills at home that they can use at work; *Affect*, or the extent to which family life creates a positive mood workers take to work, and *Efficiency*, or the extent to which family life helps the worker to maintain focus and be efficient at work. Work-to-family enrichment also takes three forms, two of which are *Development and Affect*, similar to enrichment in the other direction. *Capital* is the extent to which work enhances personal fulfillment and success.

"This research provides a solid measure that can be used to advance work-family research and answers the call of many researchers to provide a well developed measure of enrichment."

(P. 160)

Summary prepared by Colleen Pagnan and Shelley M. MacDermid



Work-to-Relationship Conflict: Crossover Effects in Dual-Earner Couples

R. Matthews, R. Del Priore, L. Acitelli & J. Barnes-Farrell

Journal of Occupational Health Psychology

Volume 11, 2006, pp. 228-240

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*"For organizations
concerned with the
health and well-being
of their employees...the
target of interventions
should be broadened
to include workers'
partners in addition to
workers themselves."*

(P. 238)

In 2004, approximately 73 million employees in the United States were in dual-earner relationships (Bureau of Labor Statistics, 2005). Members of dual-earner couples must not only deal with managing their own work and personal lives, but also their partners' management of these issues. Understanding how stress from work interferes with personal life is crucial to being able to manage conflict and relationship problems. This study focused on spouses' experiences with their own and their partners work-to-relationship conflict. Of particular interest was the ways in which these experiences affected relationship tension, health symptoms and relationship satisfaction.

Data come from a study of interpersonal relationships conducted in 1997. The sample contained 113 heterosexual couples who were living together and in which both members were employed and at least one member worked full-time (at least 30 hours per week). Approximately 97% of men and 63% of women worked at least 30 hours per week. Almost 90% of the couples were married and 77% had children living with them.

Men and women reported similar levels of personal work-to-relationship conflict, relationship tension, relationship satisfaction and negative outcomes. Women were more likely than men to report feeling that their partners' work interfered with their relationship. For both men and women, personal conflict influenced the degree to which they felt that their partners' work interfered with the relationship. As relationship tension increased so did reports of negative health outcomes for both partners.

Experiences of work-to-relationship conflict were linked to reports of relationship tension. Women who reported that their work interfered with their relationships were more likely to have husbands who reported feeling irritated or annoyed with them, but the opposite was true for men. Men who reported that their work interfered with their relationships were LESS likely to have wives who reported feeling irritated or annoyed with them.

Summary prepared by Colleen Pagnan and Shelley M. MacDermid



Child Care, Work and Depressive Symptoms Among Low-Income Mothers

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Journal of Family Issues

Volume 27, 2006, pp. 609-632

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Women living in poverty experience higher rates of depression than women overall, which has been explained in two different ways. First, people living in poverty are more likely to have previous emotional problems. Second, the stress of poverty and subsequent environmental conditions leads to lowered emotional well-being. This study focuses on the effects of welfare participation, employment conditions and child care on women's emotional well-being.

Data for this study came from the Philadelphia Survey of Child Care and Work (PSCCW). Data were collected through a 1-hour, door-to-door, face-to-face survey. The sample consisted of 608 women who had at least one child under the age of 13 in the household and worked at least 6 out of the last 12 months. The sample was 27% White, 38% Black and 35% Hispanic. On average, the women were 33 years old and most of them were single; 22% of the women had a child with a disability and 17% had a physical barrier to employment. The median household size was 4. This study was unique in that the mothers, who all lived in low-income neighborhoods, were currently or recently employed.

On average, the women in this study reported moderate levels of depressive symptoms. Black mothers were less likely to report depressive symptoms than mothers from any other racial group. Welfare status had no effect on depressive symptoms, but both employment characteristics and child care factors did have an effect. Not having health insurance, working a nontraditional work shift and being unemployed were all related to increases in depressive symptoms. Employed mothers were more likely to report feeling depressed when they preferred a different child care arrangement because of low quality or high cost. Even when mothers had higher quality jobs, they experienced more depressive symptoms when their child care was inadequate. Findings from this study continue to emphasize the need for policy makers and practitioners to persist in improving the quality and affordability of child care for low-income mothers.

"Inadequate child care may have a greater impact on emotional well-being when the mother is at risk of losing a high-quality job."

(P. 628)

Summary prepared by Colleen Pagnan and Shelley M. MacDermid



The Work-Family Interface and Job Performance: Moderating Effects of Conscientiousness and Perceived Organizational Support

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Journal of Occupational Health Psychology

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"Facing high levels of family-to-work conflict, workers receiving considerable organizational support are likely to maintain their motivation to exert effort and therefore sustain effective performance."

(P. 348)

Research on the relationship between work and family has shown that both conflict and enrichment can result. Individuals whose family lives interfere with their jobs may feel less motivated to exert high levels of effort at work – this is one of the fundamental assumptions of the work-life movement. Workers whose family lives are very fulfilling may learn skills or acquire resources that enrich their work lives. This study examined how family-to-work conflict and enrichment affect job performance, and how these effects differ depending on the supportiveness of the organization and the conscientiousness of the individual.

The sample consisted of 136 full-time employees in a private company, 33 years old, on average. About half were married, and about half were responsible for at least one child under the age of 13. Workers provided data on their own experiences and supervisors rated the workers' performance.

Results showed that family-to-work conflict had the greatest impact on highly motivated and conscientious workers. Because these workers already expend high levels of resources at work and at home, they may function at higher levels than less conscientious or motivated workers even when they are experiencing family-to-work conflict. Organizational support appears to be very helpful, however. Workers who experienced high levels of conflict were more likely to maintain their motivation and performance at work when they received organizational support such as help from managers when needed.

Summary prepared by Colleen Pagnan and Shelley M. MacDermid

Summaries of the Remaining Articles in the Top 20:

The Kanter 20



When Workers Care: Dual-Earner Couples' Caregiving Strategies, Benefit Use, and Psychological Well-Being

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American Behavioral Scientist

Volume 49, 2006, pp. 1248-1269

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Traditionally, women tend to assume caregiving responsibilities for their own and their husbands' elderly or infirm relatives. As involvement in paid work and long-lived elders' need for care rises, it is becoming more difficult for family members to manage caregiving responsibilities.

This study examined the division of unpaid caregiving responsibilities in couples where both partners were employed, as well as the effects of caregiving on psychological health and well-being. Using data from Ecology of Careers Study, 1,914 couples continuously employed at establishments in upstate New York were interviewed twice, two years apart, between 1998 and 2002. Of the couples with caregiving responsibilities, 80% reported caring for a parent or in-law, with the remainder caring primarily for other relatives or spouses. Consistent with previous research, wives were the predominant caregivers, with 12% of the men reporting caregiving at some point during the study.

Results showed that neither men nor women scaled back their work hours to meet caregiving demands. Using company benefits did not appear to reduce feelings of distress. Results also indicated that women expressed increased distress when they took on caregiving responsibilities, but their distress did not decrease when they moved out of caregiving roles. Conversely, men experienced a sense of personal mastery and increased personal growth when they took on caregiving responsibilities, with little change when exiting the role.

Couples in the study used a strategic selection, rather than a taken-for-granted process when assigning caregiving duties. Men tended to take on or take over responsibilities when women relinquished them or could no longer manage by themselves. Women's feelings of mastery decreased when men assumed the role. It is not clear how men's caregiving is connected to this reduction in women's perceptions of well being, but the study does lend support to the claim that husband's caregiving responsibilities "spill over" onto their wives.

Summary prepared by Mary Ann Remnet and Shelley M. MacDermid

*"...organizations can
make a difference in
restructuring the
workplace to meet the
challenge of a workforce
with caregiving
responsibilities."*

(P. 1267)



Bargaining And Risk of Divorce In Germany and the United States

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American Journal of Sociology
Volume 112, 2006, pp. 442-472
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Many studies have focused on how men's and women's employment affects the stability, of their marriages, but little is known about the effects of the division of unpaid housework on marriage. This study compared the relationship between the division of housework and the likelihood of divorce in two countries: the United States, where there is more policy support for an egalitarian breadwinner model of marriage that encourages female labor force participation; and West Germany which is characterized by a more traditional gendered division of labor, with men as primary bread-winners and women assuming more economic and household decisions for the home.

The sample included 506 couples from the U.S. Panel Study of Income Dynamics and 556 couples from the German SocioEconomic Panel, which were annually surveyed between 1985 and 1995.

Findings showed that West German male breadwinner couples were the most stable in that country. Couples where wives earned a larger share of the earnings or husbands carried a larger share of the housework were at greater risk of divorce. In contrast, more equal divisions of housework appeared to be optimal in the United States. Unexpectedly, relying on only one breadwinner of either gender raised the risk of divorce in the U. S. In the U.S., when wives' earnings exceeded that of their husbands, couples had no elevated risk of divorce if wives continued to assume housework responsibilities.

To understand household divisions of labor, it is necessary to look beyond households to government policies, especially the degree to which such policies reinforce gendered divisions of labor.

Summary prepared by Mary Ann Remnet and Shelley M. MacDermid

"the male breadwinner couples reinforced by policy are the most stable in West Germany, whereas dual-earner couples are the most stable in the United States provided a woman's earnings do not exceed her husband's."

(P. 460)



Parental Education, Time in Paid Work and Time with Children: An Australian Time-Diary Analysis

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The British Journal of Sociology

Volume 57, 2006, pp. 553-575

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*"Educated women,
particularly, may be
subject to powerful
contradictory
imperatives: on the one
hand, to meet the
current normative
prescription of good
mothering and on the
other, to earn money
and realize their
individual potential
by participating in
paid work."*

(P. 558)

Access to education for women in the past century has been a central pillar for their emancipation. Education increases earning power and attachment to the labor force. Because parenting requires sustained, attentive nurturing, women's workplace opportunities and parenting responsibilities are in potential conflict. Given the established links between education and labor market participation and parenting, it is likely that highly educated individuals will feel this conflict the most. However, educated women have also been shown to have partners who are more supportive of their labor force participation and that are more involved in parenting.

Data came from the Australian Bureau of Statistics (ABS) Time-use Survey of 1997, a national probability sample of over 4000 households in which all household members over the age of 15 completed time diaries at 5-minute intervals over two days. For this analysis, a sub-sample of parents aged 25-54 in couple-headed families that contained at least one child under 12 was utilized. This sample yielded 2928 diary days (two per person for 1464 individuals). Child care tasks were characterized as developmental child care (i.e., playing games, helping children learn), physical child care, traveling (i.e., doctor's visits, extracurricular activities, child care) and passive child care (i.e., supervising games, monitoring children while sleeping).

Households with educated partners devoted more time to child care than households in which neither partner had post-secondary education. Educated parents spent over an hour more each day providing child care than those without post-secondary education. This finding was true for women of all post-secondary degree types, and men with bachelor's or graduate degrees. The extra child care time was spent mainly in physical and developmental activities fostering children's well-being. Women with post-secondary education spent about a half an hour less time in housework than those without. The findings of this study suggest that highly educated women try to access their market opportunities while simultaneously trying to maintain time to care for their children.

Summary prepared by Colleen Pagnan and Shelley M. MacDermid



Mexican American Fathers' Occupational Conditions: Links to Family Members' Psychological Adjustment

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Journal of Marriage and Family

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Members of minority groups are more likely to experience detrimental job conditions, such as discrimination, low wages, and underemployment, and while much research has focused on the impacts of these conditions on the family from a European-American perspective, little has been studied in regards to minority families and children.

A sample of 218 Mexican-American families made up of mothers of Mexican origin, biological or long-term adoptive fathers, and at least 2 adolescent children were recruited from Southwestern metropolitan area schools. Fathers worked an average of 48 hours per week, and two thirds of the mothers reported working outside the home.

Men who worked longer hours or had higher paying jobs felt less underemployed. Men who worked longer hours, with more job pressure, and greater underemployment were more likely to report experiencing racism on the job. Fathers who were more acculturated earned higher wages, worked more hours, and reported less underemployment and racism on the job. When fathers earned less, their family members reported more depressive symptoms, especially when mothers were more acculturated. When fathers experienced more racism, their family members reported more depressive symptoms, especially when mothers were less acculturated.

The findings of this study show that racism and underemployment may extend beyond the immediate workplace to negatively affect the psychological well-being of workers' spouses and children.

"...members of minority groups are more likely to experience negative occupational conditions, such as low wages, discrimination, and underemployment, which may pose challenges for them and their families."

(P. 843)

Summary prepared by Mary Ann Remnet and Shelley M. MacDermid



Crossover of Workplace Aggression Experiences in Dual-Earner Couples

V. Y. Haines, A. Marchand, & S. Harvey

Journal of Occupational Health Psychology

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*"...the effects [of
workplace aggression]
do possibly cross over to
others in the victim's
environment ...
postevent assistance
or restitution might
also need to consider
the partner."*

(P. 311)

This study investigates connections between workers' experiences of aggression at work and their partners' psychological distress. Workplace aggression, a serious occupational health issue, includes violent physical acts or verbal threats, and harassing behaviors.

Cross-sectional data about personal characteristics and aggression experiences came from the 1998 Quebec Health and Social Survey (QHSS). The sample contained 5808 individuals nested in 2904 dual-earner couples.

Statistical analyses indicated that partners' levels of psychological distress were related. Each person's distress was significantly related to both their own AND their partner's experience of aggression, although more strongly to his or her own.

These findings add to a body of research showing that workers' experiences affect workers' partners by introducing workplace aggression as a stressor that should be studied within couples.

Summary prepared by Mary Ann Remnet and Shelley M. MacDermid



Constructing the “Good Mother”: The Experience of Mothering Ideologies by Work Status

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Sex Roles

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This study focused on mothers' ideologies, specifically how mothers think about what it means to be an “ideal mother” in the context of their involvement in paid work and debates about mothering in U.S. society. In particular, modern culture emphasizes “intensive mothering,” defined as “child-centered and emotionally absorbing parenting in which mothers are the primary caregiver responsible for the nurturing and development of the child” (p. 510).

The 95 married mothers in the study averaged 34 years of age and were mostly white and middle-class. Approximately 30% of the mothers held graduate degrees, and their occupations included professional, clerical and other positions. Data were gathered during interviews exploring mothers' views of mothering and their status as fulltime or part-time workers or stay-at-home mothers.

Participants' definitions of the ideal mother centered around three themes: accessibility, mother–child happiness, and separation of spheres. Results of the interviews indicated that mothers constructed their identities differently based on their employment decisions. For example, at-home mothers defined “good mothers” as “always being there,” a definition that excluded employed mothers. Employed mothers, on the other hand, defined ideal motherhood in ways that excluded at-home mothers if they lacked an identity other than motherhood.

All mothers were able to claim that their decisions benefited their children by making their mothering expectations consistent with their working status. At-home mothers identified with being accessible, mothers who worked part-time emphasized quality over quantity of time, and mothers who worked full-time expressed the merits of child-empowerment. All three groups also identified the costs of their choices. At-home mothers reported losses of patience, mothers who worked part-time reported career limitations, and mothers who worked full-time lamented a shortage of time with their children.

*“...we found that
mothers are ironically
constructing their
mothering identity in
ways that constrain
their range of choices.”*

(P. 517)

Summary prepared by Mary Ann Remnet and Shelley M. MacDermid



Gender Ideology, Division of Housework, and the Geographic Mobility of Families

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Rev Econ Household

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"...both partners' careers are taken into account in migration decisions when couples' gender ideologies are egalitarian ... In the traditional sub-sample, only the husband's education has an effect on the propensity to migrate."

(P. 319)

Research shows that decisions to relocate by dual-earner couples are asymmetric, meaning that only men's job characteristics help to explain the geographical mobility of families. Gender-role beliefs have been shown to have some effect on family migration, with men holding egalitarian gender-role beliefs more reluctant than men with traditional gender-role beliefs to relocate in order to foster their wives' careers.

Data for this study came from the 1985-2003 German Socio-Economic Panel (SOEP), an annual survey of private households, capturing characteristics of all household members over the age of 16. The final sample yielded 182 dual-earner couples who had relocated for job-related reasons. Gender ideology was measured by examining the time spent in household tasks on a Sunday, the day of the week in which time spent in household tasks is the least affected by labor market characteristics.

Consistent with the findings of previous studies in the U.S., family migration decisions of dual-earner German couples with traditional gender beliefs were statistically dominated by the job characteristics of men. In egalitarian couples, the job characteristics of men and women had similar effects on migration decisions.

Level of education also played a role in migration decisions. In traditional couples, only the education level of the husband was related to the decision to migrate. In egalitarian couples, the husband's level of education had a slightly smaller effect than that of the wife on the decision to relocate. When education levels were similar among egalitarian dual-earner couples, the decision to relocate was more symmetrical.

Summary prepared by Colleen Pagnan and Shelley M. MacDermid



Gender Beliefs and the Meaning of Work Among Okinawan Women

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Gender & Society

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Women who work outside the home are often thought to hold more liberal gender beliefs than their counterparts who do not, but it may be that the meaning women attach to their work roles has profound effects on their gender beliefs.

This study focused on 22 Okinawan women who were young adults during World War II. Interviews were conducted with 35 women aged 18-34 during the Battle of Okinawa and now over the age of 65. The sample contained 8 widows and 14 non-widows with comparable levels of education, employment characteristics, and geographic location.

Widows were consistent in describing their lack of choice in the decision to enter the labor force. Women who were not widows described employment as more enjoyable. Nonwidows described their jobs as supplementary and nonessential to the household. Even though all of the widows were the primary providers for their family, only half of them defined themselves as breadwinners. The other widows focused on providing opportunities for their families instead of breadwinning.

Overall, for these Okinawan widows, participation in the labor force did not appear to lead to more egalitarian gender beliefs. Unexpectedly, women who worked to provide supplementary income held more egalitarian gender beliefs than women who were sole providers. Seven of the eight widows felt that the man should work outside the home and the woman should care for the family. Their conservative gender beliefs appeared to be an attempt to reconstruct gender boundaries in their families, indicating that women's work experience may lead to the adoption of egalitarian beliefs only if it does not challenge gender boundaries within the family.

This study suggests that the relationship between work experience and gender beliefs cannot be fully understood without examining the social, cultural and historical context that shape the meaning a worker attaches to the experience of work.

"Employment status cannot predict gender beliefs because while some women choose to work and identify their labor as breadwinning, others may go to work more reluctantly and think of their earnings only as helping out or as pin money."

(P. 385)

Summary prepared by Colleen Pagnan and Shelley M. MacDermid



Using Military Deployments and Job Assignments to Estimate the Effect of Parental Absences and Household Relocations on Children's Academic Achievement

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Journal of Labor Economics

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"...a child who falls behind in one year may fall further and further behind with subsequent years of education. A small educational setback in the third grade could become quite substantial by the twelfth grade."

(P. 345)

The U.S. Department of Defense is the second-largest employer in the United States. Approximately 60% of the country's active-duty and reserve soldiers have children. Lengthy and recurrent deployments, along with other characteristics of military service place considerable stress on military families, but parental absences and frequent household relocations are not unique to military families. Children spend less time with parents than they did 30 years ago and work-related travel has increased in the same time period. Americans also move frequently, with 17% of households relocating every year. Parental absences and household relocation have the potential to disrupt children's schedules and may diminish their sense of security, social networks and responsibility.

Data in this study came from U.S. Army personnel records and children's standardized test scores from the Texas Assessment of Academic Skills (TAAS). The sample contained children ages 6-19 who had parents serving on active duty in the Army in Texas in 1997 or 1998.

Children's math scores were lower when parental absences were longer, although the detrimental effects of parental absence appeared to lessen over time. Children who moved more frequently scored lower than those who did not. Parental absences and household relocations had the most detrimental effects on children with single or less educated parents, children with mothers in the Army, and younger children.

While both military and civilian parental absences are stressful, military deployments may present the unique risk that a parent may be harmed or injured, or may not return at all. This study emphasizes the need for services for children with deployed parents and all children who move frequently.

Summary prepared by Colleen Pagnan and Shelley M. MacDermid



A Welfare State Paradox: State Interventions and Women's Employment Opportunities in 22 Countries

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American Journal of Sociology

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Family policies, such as paid maternity leaves, reductions in work hours and access to child care, are intended to make it easier for mothers to be employed. Little is known, however, about how such policies affect women's occupational opportunities. Since these policies do not challenge traditional distributions of paid and unpaid responsibilities between men and women, they may not enhance women's occupational and economic achievements. Women's use of such policies may reduce their opportunities for occupational advancement and make employers reluctant to hire and promote them.

Data for this study came from 22 countries that provided detailed information about the personal characteristics and labor force behavior of men and women aged 25-60 in the late 1990s. The researchers examined both individual-level variables such as gender, age, marital and parenting status, and country-level variables, such as women's labor force participation rates and gender occupational inequality. The researchers created a Welfare State Intervention Index to measure the overall support that countries provided to working mothers.

Labor force participation was lower among mothers than among women aged 25-60 overall. As predicted, countries with more policies to support working mothers had higher labor force participation among mothers, especially if they had pre-school-aged children. But supportive policies also are likely to increase women's tendency to reduce work hours and make them less likely enter full-time employment. Institutional arrangements that allow long absence from paid work encourage discrimination by employers and are related to underrepresentation of women in high-level jobs.

"Given the unquestionable importance of women's paid work for their economic autonomy, and the utility of family-supportive policies for their incorporation into paid employment, it is important to draw attention to the unintended consequences of these policies."

(P. 1942)

Summary prepared by Colleen Pagnan and Shelley M. MacDermid



Under Pressure: Gender Differences in the Relationship Between Free Time and Feeling Rushed

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Journal of Marriage and Family

Volume 68, 2006, pp. 205-221

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"... working long employment hours may mean that individuals are unable to enjoy time outside of work because of exhaustion or constant worries about their job."

(P. 218)

A growing percentage of individuals report that they have too little time for necessary activities and relaxing. Two explanations have been proposed. The "objective" perspective says that increasing time pressures are the result of economic and demographic changes that have increased obligations for work and household responsibilities and decreased free time. The "cultural" perspective suggests that a lack of free time is not due to time pressure, but rather reflects a cultural value for fast-paced lives. Understanding why time pressures have increased is important because time pressures is related to negative physical and psychological outcomes.

Free time and experiences of time pressure were examined using data from 708 individuals from the 1975 "Time Use in Economic and Social Accounts" study and 964 individuals from the 1998 "Family Interaction, Social Capital and Trends in Time Use" study. In both studies, respondents were asked to describe their activities in great detail for the 24-hour period the day before the interview was conducted. Respondents also were asked about how often they felt rushed during this period.

The percent of participants who 'always felt rushed' rose from 28% to 35% between 1975 and 1998. In 1975 men and women had similar amounts of free time, but by 1998 a 30-minute gender gap had emerged. On average, men's free time fell from 5.4 to 5.2 hours; this change was not statistically significant. Women's free time fell from 5.2 to 4.7 hours during the same period, a significant change. Women also were 1.7 times more likely to feel rushed in 1998 than in 1975, but there was no parallel increase for men.

Each hour of free time for men reduced the odds they felt rushed by 8%, but additional free time did not reduce women's odds of feeling rushed. Being married and having children increased the odds of feeling rushed for women but not for men. Each additional hour of paid work increased the odds of feeling rushed by 2%. Lack of control over breaks and limited autonomy at work may lead to a stronger association between paid work and time pressure. Both the objective and cultural perspectives received support in this study.

Summary prepared by Colleen Pagnan and Shelley M. MacDermid



Gender Differences in Restricting Work Efforts Because of Family Responsibilities

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Journal of Marriage and Family
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As women have become more involved in careers, researchers have been watching for changes in men's roles. This study focuses on occasions when men and women prioritize their personal lives over their jobs by making job trade-offs by turning down promotions, limiting hours or refusing travel.

Gender differences in job trade-offs were examined using data from the 1992 National Study of the Changing Workforce (NSCW). Two groups were studied, one made up of respondents from couples with children where both partners worked at least 35 hours per week, and the other made up of couples with or without children where both partners worked and at least one partner worked 35 or more hours per week.

Results showed that in most couples where both partners worked full-time, neither partner made trade-offs. Women made more job trade-offs when their spouses worked more, but this was not true for men. Similarly, women made more job trade-offs when they had more children but this also was not true for men.

Men who had wives in professional or managerial jobs made 42.3% *fewer* trade-offs than men with wives in lower-level jobs. The opposite was true for women: women married to husbands with professional or managerial jobs made 40.4% *more* trade-offs. Work hours also were related to job trade-offs. Each additional hour worked resulted in 1.6% *fewer* trade-offs for men, but 1.3% *more* job trade-offs for women.

Thus, at least as of 1992, there was little evidence that decades of increasing career involvement by women had led to increases in men's likelihood of making job trade-offs for their families.

"Rather than suggesting that contemporary families are egalitarian in work-family allocation, these results suggest that women continue to adapt their work efforts to the needs of their families... there is no evidence that contemporary men allow family considerations to intrude on work efforts."

(P. 866 & 867)

Summary prepared by Colleen Pagnan and Shelley M. MacDermid



Combining Care Work And Paid Work: Do Workplace Policies Make A Difference

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Journal of Marriage and Family

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An aging workforce is creating a new demand for the care of ill or disabled family members. This study examined the well-being of 2,021 employed midlife women and whether the effects of care work on their employment are mitigated by workplace policies that provide flexibility, such as unpaid leave, paid sick or vacation days, or flexible hours.

Data from the 1995, 1997, 1999, and 2001 waves of the NLSYW (a nationally representative sample of U.S. women aged 14 to 24 years in 1968) were used to examine the relationship between employment, workplace policies, and care work – what percentage of women began care work over a two-year period and had access to the above mentioned company benefits, and were the women involved in caregiving more likely to reduce work hours, leave the workforce, or become more distressed. It also explored the work patterns of women who had access to “family-friendly” policies, and whether the benefits prevented them from altering their work hours, or if women evidenced lesser psychological distress.

Results showed that employed women were 50% more likely to leave their jobs after they started care work. However, over a two-year period, working women with access to flexible hours, unpaid family leave, and paid sick or vacation days remained employed and maintained hours, although it is unknown whether the workers used the benefits. This suggests that caregivers are more likely to quit work than reduce hours. Those at companies with unpaid family leave benefits increased their employment retention and access to benefits had little impact on women’s distress levels.

Family-friendly company policies will enhance employee retention and results indicate an indirect benefit for well-being for women who are allowed to continue working while providing care.

Summary prepared by Mary Ann Remnet and Shelley M. MacDermid

*“We find that in just
a six-year window,
13% ... of employed
women provided
substantial levels of
care for ill or disabled
family members.”*

(P. 370)



Unsociable Work? Nonstandard Work Schedules, Family Relationships, and Children's Well-Being

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Journal of Marriage and Family

Volume 68, 2006, pp. 394-410

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It has long been accepted that children's well-being depends on the quality of family relationships. It may be difficult for parents to nurture this closeness while working nonstandard work schedules. Most research regarding nonstandard work time has focused on employee health or family relationships, with much less attention to the implications for children.

This study examined nonstandard work schedules in relation to family functioning and parents' depressive symptoms and parenting, and the role work schedules play in explaining the relationships between parents' and children's well-being.

Data came from the National Longitudinal Survey of Children and Youth in Canada. Surveys were given to 4,306 dual-earner households with 6,156 children, ages 2 to 11 years (in 43% of these households two children were sampled). Families with standard weekday schedules were compared with those who worked nonstandard schedules.

Parents working nonstandard schedules reported worse family functioning, more depressive symptoms, and less effective parenting. Children who had parents with non-standard work schedules were also more likely to have social and emotional difficulties, but these associations depended upon family relationships, parent well-being and demographic variables such as parental income and education levels, number of children in the household, and ages and gender of the children. For example, families with strong relationships were more resilient to negative effects of nonstandard schedules.

Findings of this research underscore the importance of work schedule timing relative to the work-family interface and that while work in a 24 hour economy may provide flexibility, such work can also strain the well-being of parents and children.

"...in disadvantaged families, family relationships and parent well-being could be more vulnerable to the timing of parent work."

(P. 403)

Summary prepared by Mary Ann Remnet and Shelley M. MacDermid



Work-Home Interference: How Does It Manifest Itself From Day to Day?

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Work & Stress

Volume 20, 2006, pp. 145-162

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"work-home interference was positively related to the time spent on overtime work in the evening...employees reporting high levels of global work-home interference were still expending effort during the time that might be used to recover from load effects that were built up during regular work hours."

(P. 158)

Effort Recovery theory proposes that time- and work-related strain are minimized when a person has sufficient time to recover from work overload and strain. While previous research has focused on pressures from the incompatibility of work and family, this study uses Effort-Recovery theory to consider how work-home interference affects the day-to-day activities of employees and how they manage work-home interference both at work and at home.

A sample of 120 academic staff members of a Dutch university (62% male) completed questionnaires about overall and daily levels of work-home interference, time spent on work- and home-related activities, and indicators of recovery such as sleep complaints and fatigue. Participants also completed a 5-day daily diary.

Results showed that global work-home interference increased as work demands increased, such as by spending more time working during the evening, and decreased when employees had sufficient opportunities to recover from work demands, such as by spending time doing low-effort leisure. In addition, workers reported more fatigue and sleep complaints when work-home interference was greater.

Work-home interference was not related to participants' activities at work or at home, except for doing job-related work at home during the evenings, which appeared to increase interference, and spending time in low-effort leisure, which appeared to reduce interference. Workers who had opportunities to recover from work demands were less likely to report fatigue or sleep complaints. Unexpectedly, sleep complaints and fatigue did not appear to accumulate over the 5 days of the data collection period.

Summary prepared by Mary Ann Remnet and Shelley M. MacDermid

Award Procedures

Structure of the Review Committee

The committee is chaired by Shelley M. MacDermid, Professor and Director of the Center for Families at Purdue University, and Director of the Midwestern Work-Family Association. During 2007, **40** reviewers from **9** countries participated in selecting the Kanter winners. Reviewers are invited to serve by the committee chair, using a variety of criteria. For example, reviewers are selected to represent a variety of scientific fields and institutions. International representation is desirable. Each year, nominees and winners from the prior year are invited to serve on the committee. Volunteers are invited to apply to join the committee via work-family networks and listservs. Both junior and advanced scholars are invited to serve, but most members are senior scholars with long publication records. Membership on the committee rotates on a staggered cycle of approximately three years.

Journals Reviewed

Articles in **74** journals were reviewed. The selection of journals was guided using four sources: an empirical study by Bob Drago, Professor of Labor Studies and Women's Studies at Penn State University, identifying where most of the work-family literature appears, the journals most frequently appearing in the citation database developed by the Sloan Work-Family Researchers' Network, and an informal survey of leading researchers about the journals they regularly read. Finally, members of the review panel are surveyed each year about journals they recommend adding to the list.

Qualifying Articles

The Kanter award is given to the authors of the best work-family research article published in a peer-reviewed scientific journal during a calendar year. No external nominations are accepted for the award. Instead, every article published in a large number of peer-reviewed scientific journals is scrutinized. The articles must be data-based and innovative (i.e., not summaries of existing research). Both qualitative and quantitative analyses are eligible.

Initial Pool of Nominees

Each reviewer was responsible for examining all articles published during the 2006 calendar year in 3-5 scientific journals. Each journal was examined by at least 2 reviewers, who nominated the articles they felt were deserving candidates for the Kanter award. Reviewers also were encouraged to nominate articles that they knew about through other sources.

Second Round

Each of the **70** nominated articles was sent to 2 reviewers, who scored it according to several standard criteria. The total scores were used to select the Kanter Top 20; the top 5 articles became finalists for the award.

Final Round

In the final round, all reviewers scored each of the 5 finalist articles to determine the winner. After the winners were chosen, reviewers were asked (as they are each year) to recommend revisions to the award process for the 2008 award.

Members of the Kanter Award Committee — 2007

Shelley M. MacDermid, Chair

The Center for Families at Purdue University

Stella Anderson	Appalachian State University
Michelle Arthur	University of New Mexico
Manfred Auer	University of Innsbruck, Austria
Brenda Bass	University of Northern Iowa
Adam Butler	University of Northern Iowa
Forrest Briscoe	Pennsylvania State University
Patrice Buzzanell	Purdue University
Gordon Cleveland	University of Toronto, Canada
Jan Cleveland	Pennsylvania State University
Emma Dentinger	Cornell University
Karen Gareis	Brandeis University
Jeff Greenhaus	Drexel University
Joe Grzywacz	Wake Forest University School of Medicine
Patricia Herlihy	Rocky Mountain Research
Susan Hinze	Case Western Reserve University
K. Hynes	Cornell University
Jacquelyn James	Boston College
Monica Kirkpatrick Johnson	Washington State University
Gail Kinman	University of Bedfordshire, United Kingdom
Amy Kroska	Kent State University
Vivien Lim	National University of Singapore
Hadas Mandel	Tel Aviv University, Israel
Anne Nolan	WFC Resources
Steven Poelmans	University of Navarra, Spain
Pat Raskin	Columbia University
Theresa Rothausen-Vange	University of St. Thomas
Nancy Rothbard	Wharton University
Susan Roxburgh	Kent State University
Kevin Roy	University of Maryland
Graeme Russell	Macquarie University, Australia
Abrina Schnurman-Crook	Hollins University
Brenda Seery	Penn State Worthington Scranton
Moshe Semyonov	Tel Aviv University, Israel
Eleni Stavrou	University of Cyprus, Cyprus
Pamela Stone	City University of New York
Cath Sullivan	University of Central Lancashire, United Kingdom
Jennifer Swanberg	University of Kentucky
Monique Valcour	Boston College
Stephen J. Wood	Sheffield University, United Kingdom

Journals Reviewed

Academy of Management Journal	Journal of Occupational Health Psychology
Academy of Management Review	Journal of Organizational Behavior
Administrative Science Quarterly	Journal of Personality and Social Psychology
American Behavioral Scientist	Journal of Policy Analysis and Management
American Journal of Sociology	Journal of Population Economics
American Psychologist	Journal of Vocational Behavior
American Sociological Review	Journal of Women and Aging
British Journal of Industrial Relations	Marriage and Family Review
British Journal of Sociology	Monthly Labor Review
Canadian Journal of Administrative Sciences	Organization Behavior and Human Decision Making
Canadian Journal of Sociology	Organization Science
Canadian Journal on Aging	Parenting: Science and Practice
Canadian Psychology	Personnel Psychology
Child Development	Psychology of Women Quarterly
Community, Work, and Family	Qualitative Sociology
Demography	Research on Aging
Developmental Psychology	Research on Social Work Practice
Early Childhood Research Quarterly	Review of Economics of the Household
Families in Society	Sex Roles
Family Relations	Signs
Feminist Economics	Sloan Management Review
Gender and Society	Social Forces
Gender, Work, & Organizations	Social Problems
Human Relations	Social Psychology Quarterly
Human Resource Management	Social Science Quarterly
Industrial and Labor Relations Review	Social Science Research
Industrial Relations	Social Service Review
International Journal of Stress Management	Social Work
Journal of Aging Studies	Social Work Research
Journal of Applied Psychology	Sociological Forum
Journal of Comparative Family Studies	Sociology
Journal of Family and Economic Issues	The Gerontologist
Journal of Family Issues	Work and Occupations
Journal of Health and Social Behavior	Work and Stress
Journal of Human Resources	Journal of Gerontology: Psychological and Social Sciences
Journal of Labor Economics	
Journal of Management	
Journal of Marriage and Family	
Journal of Occupational & Organizational Psychology	

The Center for Families at Purdue University

The Center for Families works to strengthen the capacity of families to provide nurturing environments for their members. The Center promotes decision-making that is both informed by rigorous research and responsive to families' needs, and works to make such research available, accessible, and understandable. It develops innovative ways to enhance the quality of life of children and families, and it creates and nurtures collaborations for change to improve the quality of life for families and children. Primary audiences for the center's work are educators, human service professionals, employers, and policy makers. The Center works to assist employers of all sizes in addressing – individually and collectively – challenges confronting today's workplaces around issues of work and family.

The Boston College Center for Work & Family

Founded in 1990, the Boston College Center for Work & Family (www.bc.edu/cwf) is committed to enhancing the quality of life of today's work force by providing leadership for the integration of work and life, an essential for individual, organizational and community success. The Center strives to accomplish this goal through its research and education initiatives and through the Center's three corporate partnership organizations. The **Work & Family Roundtable** is a national membership organization of 45 employers committed to excellence in work/life with the mission to provide leadership to shape responses to the demands of work, home, and community in order to enhance employee effectiveness. The **New England Work & Family Association (NEWFA)** is our New England partnership group established in 1992 to help employers understand and address the complex work/life challenges facing today's workforce. In 2005, the Center formally expanded its work beyond the boundaries of the United States, with the launch of the **Global Workforce Roundtable**. The Global Workforce Roundtable provides a dynamic forum for a multicultural exchange of information, best practices, and lessons learned among leading corporations seeking to enhance their global workforce strategies.

Alliance for Work-Life Progress

About Alliance for Work-Life Progress®

Alliance for Work-Life Progress (www.awlp.org) is dedicated to advancing work-life as a business strategy integrating work, family and community. An entity of WorldatWork (www.worldatwork.org), AWLP defines and recognizes innovation and best practices, facilitates dialogue among various sectors and promotes work-life thought leadership.

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