

**The Static and Dynamic Impact of Couple-Level Work-Family Conflict on Intra-Couple
Job Change, Couple Separation and Family Expansion**

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Abstract

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In this study, I seek to advance understanding in the work-family interface by investigating how work-family conflict alters a couple's work-family interface over time. To do so, I first provide a theoretical foundation for work-family conflict as a couple-level phenomenon. I then apply a resource scarcity perspective (Goode, 1960; Hobfoll, 1989) to examine how a couple's work-family conflict influences future satisfaction within the family domain and subsequent intra-couple job change, couple separation, and family expansion. Finally, using an experience profiles perspective (Ariely & Carmon, 2000, 2003), I argue that in addition to static effects, the dynamic effects of a couple's trajectory in work-family conflict are relevant in understanding couple outcomes. The results of this study suggest that work-family conflict can alter the couple's work-family interface indirectly by influencing satisfaction within the family domain which in turn influences couple separation and family expansion through birth or adoption. No support is found for the influence of work-family conflict on intra-couple job change as well as the dynamic effects of a couple's trajectory in work-family conflict on couple outcomes.

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INTRODUCTION

The work-family interface refers to the work and family relationships whose respective roles intersect within a given employee or dual-earner couple (Frone, Yardley, & Markel, 1997). Employees are experiencing increasing levels of conflict in the work-family interface. For instance, the National Study of the Changing Workforce report indicates that the percentage of employees experiencing “some” or “a lot” of interference between work and family has increased from 34% in 1977 to 46% in 2008 (Galinsky, Aumann, & Bond, 2009). The same report indicates that 80% of married or partnered employees are members of dual-earner couples. Given that work interference with the home is on the rise and that this increase occurs more and more within a work-family interface comprised of two occupations impinging on the family as opposed to one, research on the implications of work-family conflict for the work-family interface has become increasingly valued (Allen & Finkelstein, 2014; Amstad, Meier, Fasel, Elfering, & Semmer, 2011; Ford, Heinen, & Langkamer, 2007; Matthews, Winkel, & Wayne, 2014; Mesmer-Magnus & Viswesvaran, 2005).

Although a vast amount of research has investigated how work-family conflict influences experiences at work and at home, it has primarily focused on the individual employee over the short term (i.e., cross-sectional designs, diary studies) (see Eby, Casper, Lockwood, Bordeaux, & Brinley, 2005 for a review; Ford et al., 2007; Ilies et al., 2007; Judge & Ilies, 2004). The implicit assumption of these designs is that work-family conflict has a short term or temporary effect. Put another way, these studies are only able to speak to the impact of work-family conflict on proximal attitudes and behaviors and are silent on any long-term impact work-family conflict might have on relationships and experiences at home or work. Greater theoretical and empirical insight about a phenomenon can be gained by extending the measurement interval involved

(Mitchell, Burch, & Lee, 2014; Mitchell & James, 2001). Accordingly, a neglected but important issue revolves around if and how work-family conflict *alters* the structure of the work-family interface over time, that is, how it alters the *what* (e.g., a job change within the couple) as well as the *who* (e.g., separation of the couple or the birth/adoption of a child by the couple) that make up the work-family interface. The key objective of the present study is to investigate these very questions.

Expanding Work-Family Conflict to Include the Couple

Foundational to understanding how work-family conflict alters the couple's work-family interface over time is a deeper understanding of how work-family conflict operates within the couple. As mentioned, despite the increase in dual-earner couples in the workforce and the greater levels of work-family interference these couples are reportedly experiencing, to date the bulk of research on work-family conflict has primarily focused on the individual worker. Thus, the knowledge we have about the effects of work-family conflict is limited as it has been largely studied using a theoretical approach and empirical design that does not fully acknowledge the interdependent nature of conflict within couples, nor the reality that in the modern economy most couples are made up of two earners rather than one (Bond, Thompson, Galinsky, & Prttas, 2003).

Putting a spotlight on the issue, Parasuraman and Greenhaus (2002) declared that work-family research suffers from an overemphasis on the individual level of analysis and an extremely limited examination of any work-family relationships at the couple level with negligible attention being focused on attitudes, behaviors, or outcomes as a couple or family unit. To help illustrate the need to consider the couple when conceptualizing conflict, imagine a

scenario where two employees are surveyed within an organization and both employees report high levels of work-family conflict. However, both employees are members of dual-earner couples and while the spouse of one employee experiences low levels of work-family conflict, the spouse of the other experiences similarly high levels of work-family conflict. Although the two surveyed employees report that their respective jobs interfere with their family to a similar degree, the combined amount of workplace interference with the family that they experience together with their spouses and the impact of that conflict on family-related attitudes and decisions will likely differ. This difference is due to the interdependent nature of the conflict within the couple (e.g., each spouse's conflict is embedded within the same family) and the divergent amount of conflict their spouses are experiencing. Thus, not considering work-family conflict at the couple-level likely leads to a biased understanding of how work-family conflict actually impacts the work-family interface.

Expanding the Criteria of Work-Family Conflict to Behaviors that Alter the Work-Family Interface

To date research has shown that work-family conflict can negatively impact the quality of the couple relationship within the home in the short term (e.g., Ilies et al., 2007; Judge & Ilies, 2004; Judge, Ilies, & Scott, 2006; Repetti, 1989). However, the extent to which work-family conflict can influence employees to engage in behaviors that alter the work-family interface (e.g., separation from the job, separation from the partner, birth or adoption of a child) is less clear. For example, although static levels of work-family conflict have been linked to the intention to leave the job within the individual (e.g., Boyar, Maertz, Pearson, & Keough, 2003), they have yet to be shown to influence actual leaving behavior. As it is well known in the turnover

literature that intentions to leave do not equate to actual leaving (Hom, Mitchell, Lee, & Griffeth, 2012; Allen, Weeks, & Moffitt, 2005), establishing such a link is surely relevant from the perspective of management practitioners and researchers.

Perhaps even more important from the perspective of employees is the need for a greater understanding of how work-family conflict can shape or alter their family relationships. Work-family conflict has been shown to negatively influence satisfaction with relationships in the home (Ford et al., 2007). Considering that divorce is prevalent in modern society (as of the Year 2000 approximately 50% of married couples were expected to ultimately divorce (Schoen & Canudas-Romo, 2006)), investigating the relationship between work-family conflict within a couple and the actual dissolution (i.e., separation or divorce) of the couple relationship is of importance. Similarly, as work-family conflict alters family-related attitudes in the home and usurps time and energy that could be invested within the home, it may also influence the couple's decision to expand the family further through birth or adoption of a child (Shreffler, Pirretti, & Drago, 2010).

Utilizing theory based on resource scarcity (Goode, 1960; Grandey & Cropanzano, 1999; Hobfoll, 1989) by applying it to couple-level work-family conflict, I seek to establish a theoretical and empirical framework (see Figure 1) between conflict levels and the more distal behavioral outcomes of job change within the couple, couple separation, and family expansion.

----- Insert Figure 1 About Here -----

A Dynamic Approach to the Couple-level Work-Family Conflict

Beyond static conceptualizations of work-family conflict, recent research has demonstrated that the work-family interface is inherently dynamic (Ilies et al., 2007; Ilies, Wilson, & Wagner, 2009; Judge & Ilies, 2004; Judge et al., 2006). For example, Ilies and colleagues (2007) found that daily perceptions of work-family conflict were also related to positive affect at home and increased daily social activity within the family domain. These studies suggest that perceptions of work-family conflict are variable over time and employ time-dependent effects on outcomes. Notwithstanding, a recent review (see Eby et al., 2005) finds that research on work-family conflict has focused almost exclusively on cross-sectional and static (i.e., mean-level impact of conflict on outcomes) rather than dynamic relationships (i.e., the impact of an increase or decrease in conflict over time). Although these more recent studies (e.g., Ilies et al., 2007) demonstrate the explanatory power of within-subject variance in work-family conflict over time, they do not address how the dynamic trajectory (i.e., the magnitude and direction of changes in conflict) influences relevant outcomes over above static effects.

Recent research on the impact of longitudinal trends (i.e., trajectories) in attitudes (Boswell, Boudreau, & Tichy, 2005; Chen, Ployhart, Thomas, Anderson, & Bliese, 2011; Liu, Mitchell, Lee, Holtom, & Hinkin, 2012) perceptions (Hausknecht, Sturman, & Roberson, 2011), and behaviors (Kammeyer-Mueller, Wanberg, Glomb, & Ahlburg, 2005; Sturman & Trevor, 2001) suggest that focusing mainly on static associations between work-family conflict and its consequences may limit our ability to fully capture and understand the relationship between them. A common theme throughout these trend studies is the reliance on past experiences as a backdrop for assessing and responding to ongoing experiences (Hausknecht et al., 2011). As a

consequence, theoretical approaches and empirical conclusions change when focusing on dynamic trends over time instead of (or simultaneously with) current static evaluations.

To help illustrate the importance of accounting for the within-couple trends in work-family conflict over time, consider the following hypothetical scenario. Couple A reports extremely high levels of work-family conflict (corresponding to a “7” on a 7-point scale) while couple B reports extremely low levels (corresponding to a “1”) at the beginning of a given year. Both couples report experiencing moderate levels of work-family conflict (corresponding to a “4”) at the end of the year. Although the couples’ levels of work-family conflict at the end of the year are similar, each couple will likely interpret the meaning of the conflict differently due to their prior levels of conflict. Couple A experienced a decrease in work-family conflict while couple B experienced an increase. Thus, even though the end-state and even the magnitude of the change in conflict within the couple are similar across the two couples, they will likely interpret the conflict differently and have dissimilar attitudes and behaviors due to the diverging trajectory (i.e., trend) of the conflict. Although researchers have acknowledged work-family conflict as dynamic, current investigations do not provide insight into how the direction and magnitude of change influences attitudes and behaviors within the couple. For this reason I propose to investigate the longitudinal impact of dynamic trends in couple work-family conflict over and above its static effects.

Definition of Work-Family Conflict

Research on balancing the work-family interface has focused primarily on the interference or conflict between work and family roles (Eby et al., 2005). Work-family conflict occurs when the demands of work and family are incompatible. According to Greenhaus and

Beutell, work-family conflict exists when: (a) time devoted to the requirements of one role makes it difficult to fulfill the requirements of another; (b) strain from participation in one role makes it difficult to fulfill the requirements of another; and (c) specific behaviors required by one role make it difficult to fulfill the requirements of another (Greenhaus & Beutell, 1985, p. 76).

After Greenhaus and Beutell's original conceptualization, later work by Netemeyer, Boles, and McMurrian (1996) divided conflict within the work-family interface into two types: work-to-family conflict and family-to-work conflict (see also Byron, 2005; Eby et al., 2005; Mesmer-Magnus & Viswesvaran, 2005). Work-to-family conflict describes the interrole conflict in which the demands and strains of the work role interfere with performing family-related responsibilities whereas family-to-work conflict describes this process in reverse. Over the last two decades a large number of studies have examined the work-family interface by concentrating solely on the effects of work-to-family conflict or by studying bidirectional influences within the interface (Eby et al., 2005). Although many have acknowledged the potential for bidirectional influences (e.g., Netemeyer et al., 1996), there has been some debate about whether the two bidirectional influences are actually discriminant (see Mesmer-Magnus & Viswesvaran, 2005 for a review), and by far the greatest amount of attention has focused on the interference of the work role with the performance of family obligations (i.e., work-to-family conflict) (Eby et al., 2005). Consistent with this trend, for the purposes of my study I will be focusing on the work-to-family component of work-family conflict.

In summary, I seek to expand the understanding of how resource scarcity operates in a family system. Theoretically and empirically extending beyond the conflict experienced by an

individual employee, I specifically investigate how the static and dynamic influence of work-family conflict operates within a couple to influence couple-level attitudes and behaviors.

THEORETICAL DEVELOPMENT

Work-family Conflict as a Couple-level Construct

In order to describe the couple-level structure of work-family conflict, I will first provide a theoretical foundation for the conflict. Work-family conflict occurs when there is interference between the work role and the family role (Kahn, Wolfe, Quinn, Diedrick, & Rosenthal, 1964). Theories on resource scarcity (Goode, 1960) provide a basis for understanding just how work and family roles interfere with each other. Goode posits that individuals have a finite amount of time and energy (i.e. mental and physical stamina) resources with which to execute any given role and when resources are put toward the obligations of one role they then become depleted and therefore inaccessible for use in other roles. Embedded within this perspective is the notion that when individuals and couples' limited resources are overly taxed, negative affect and frustration are the result.

Despite the fact that more and more families are structured in dual-earner couples, research on work-family conflict has focused primarily on the individual, implying through theory and empirical design that couples do not experience family-related conflict and attitudes nor engage in behaviors as a unit (Parasuraman & Greenhaus, 2002). Essentially these past studies attempt to research work-family conflict without modeling such effects as occurring within the context of a family system, and more specifically, within couples (Westman & Piotrkowski, 1999).

Multiple studies have described the cross-over effects of work-family conflict between members of a couple (e.g., Hammer, Cullen, Neal, Sinclair, & Shafiro, 2005; Hammer, Bauer, &

Grandey, 2003; Hammer, Allen, & Grigsby, 1997; Bolger, DeLongis, Kessler, & Wethington, 1989), demonstrating how the work-family conflict of one couple member can influence the attitudes and behaviors of the other. For example, Hammer et al. (2005) found that husband work-family conflict was positively related to wife depression. These cross-over effect studies demonstrate that individual members' experiences of conflict do indeed impact other members of the household, strongly suggesting that the experience of conflict is intertwined within the couple. However, these models assume in their theory and design that an individual's work-family conflict operates independently of his or her spouse's as they fall short of conceptualizing and modeling conflict as a couple-level phenomenon as well as how this conflict influences couple attitudes and behaviors.

Although the analysis of couple-level effects is scarce within the management literature, theoretical perspectives taken from counseling psychology as well as sociology substantiate the need to investigate such effects. Originally developed in the field of counseling psychology, the family systems theory (Day, 1995) perspective of the couple suggests that the family role is jointly held between couple members and that they are able to pool their scarce or finite energy and time resources to meet the obligations of that role. General systems theory (Bronfenbrenner, 1977), from which family systems theory is derived, notes that a key attribute of any system is the interrelatedness of the system. Consistent with its theoretical roots, family systems theory holds that couple decisions and behaviors need to be considered as emanating from a collective system rather than occurring independently within it. One of the central takeaways of family systems theory is that the decisions and behaviors of family members are dependent on each other and cannot be fully understood without accounting for the family context in which they occur (Day, 1995). In addition, the neoclassical market model perspective on the couple within

the sociology literature holds that couple decisions are made jointly in order to maximize family well-being (Mincer, 1978). In sum, a greater understanding of work-family conflict can be achieved through conceptualizing conflict within dual-earner couples as a couple-level phenomenon.

I define couple-level work-family conflict as the combined impact of the couple members' respective work roles impinging on the role requirements and needs of the family. In order to properly develop a couple-level concept of work-family conflict, it is important to consider both the structure and function of a couple's work-family conflict in relation to individual-level work-family conflict (Morgeson & Hofmann, 1999). In other words, does the couple's work-family conflict emerge from the same elements as individual-level work-family conflict and how are those elements interrelated? Further, does the couple's work-family conflict result in the same type of outcomes as at the individual level? I posit that work-family conflict at the couple-level is isomorphic (Kozlowski & Klein, 2000) in structure and function to the individual-level. That is, conflict at the couple level is structured from a combination of similar elements to conflict at the individual level (i.e., the combined work-family conflict experienced by each individual member of the couple) and the combination of these elements exerts a similar type of influence on relevant outcomes (e.g., couple work-family conflict impacts negatively the couples' perception of marital quality just as individual-level conflict impacts negatively the individual's perception of marital quality). In addition, as each couple member's level of work-family conflict is in reference to his or her specific job, there is no expectation of consensus between work-family conflict levels within a couple. With such constructs, an additive model is the most appropriate method of aggregation as the combination of the couple members' work-family conflict is of theoretical importance while the variance

between the two scores is not of theoretical value (Chan, 1998; Morgeson & Hofmann, 1999). Alternative higher-level construct compositions models outlined by Chan (1998) include the referent-shift model and direct consensus model. Both of these models require consensus between lower-level respondents, which consensus, as mentioned above, is not to be expected when comparing the work-family conflict levels between two couple members. Accordingly, in the current context, the additive model provides the best aggregation approach of all commonly accepted aggregation methods.

Although the additive approach may be new in the context of a working couple, additive composition models are common in research on teams. For example, Hirschfeld and colleagues (2006) argued and found that individual member resources (e.g., knowledge of how to work in teams effectively) held by United States Air Force officers-in-training combined additively to form a resource pool which jointly influenced team performance. Similarly, in a laboratory setting with teams of three, LePine (2003) used an additive model to combine individual-level cognitive ability to the team level, noting that additive models are appropriate when member resources are interchangeable. The ability to pool and interchange resources among couple members is consistent with the heretofore argued family systems perspective (Day, 1995) of the work-family interface, and therefore provides theoretical support for aggregating individual conflict scores to the couple level using an additive composition model.

Couple-level Work-Family Conflict and Satisfaction with Family Relationships

Multiple studies have shown that the individual's perception of the work-family interface influences emotions and attitudes regarding his or her home life (e.g., Heller & Watson, 2005; Ilies et al., 2007; Judge et al., 2006; Matthews, Conger, & Wickrama, 1996). For example,

Judge and colleagues (2006) found that even daily fluctuations in work-family conflict had a negative influence on the individual's perceived marital satisfaction. In their meta-analysis on the causes and consequences of work-family conflict, Ford and colleagues (2007) noted a significant negative relationship ($\rho = -.24$) across 42 samples between individuals' perceptions of work interference with the family domain and family-related satisfaction levels (studies were included in the meta-analysis if they measured the individual's overall satisfaction with family life or with a specific aspect of family life such as satisfaction with the marriage relationship or the quality of care their child receives). Consistent with scarcity theory (Goode, 1960), the reason for the negative relationship between work-family conflict and satisfaction within the family domain is that as individuals commit their scarce time and energy resources to the work role, those resources are then unavailable for use in the family role and as a result the family role suffers. Thus when an individual experiences work-family conflict, his or her "work demands and activities impede performance of family-role responsibilities and [ultimately] the quality of family life" (Stoeva, Chiu, & Greenhaus, 2002, p. 4).

Recent research on the similarity in the functional relationship between parallel constructs at multiple levels of analysis (i.e., the functional homology of constructs over different levels) has provided for increased uniformity and parsimony in multilevel theory among functionally homologous phenomena (Chen, Bliese, & Mathieu, 2005). For instance, Liu and colleagues demonstrated that the individual's trajectory in job satisfaction was predictive of his or her future voluntary turnover, and extending that relationship to the unit-level, they verified that unit-level job satisfaction trajectory was similarly predictive of the unit's turnover rate (Liu et al., 2012). In another example, Kirkman and Rosen (2009) expanded on Spreitzer, Kizilos, and Nason's (1997) work on how individual empowerment impacts employee effectiveness by

demonstrating that team-level empowerment is related to the team's effectiveness in a parallel fashion.

In line with the functional homology perspective on multilevel phenomena, I posit that the couple's work-family conflict will have a negative impact on the couple's satisfaction within their family (i.e., the couple's satisfaction with their relationship with each other and with their children). Accordingly, as the couple experiences greater interference between their combined work-roles and the needs and responsibilities of the family, the overall quality of the family relationships experienced by the couple will suffer.

Note that in regards to the functional composition of the couple's satisfaction with family relationships, I expect couple member's individual satisfaction assessments of relationship quality to converge, that is, to be positively related. Erel and Burman (1995) note in their meta-analysis of 68 studies on family relationships that relationship quality exhibits a spillover effect ($d = .46$) between its different components (i.e., couple relationship quality is positively related to parent-child relationship quality and vice versa). Consistent with family systems theory (Day, 1995), as individual assessments of family relationships stem from joint family experiences, I would expect couple members' attitudes towards family relationship quality to be interdependent, with high (low) satisfaction with family relationships in one couple member coinciding with high (low) satisfaction in the other couple member. This expectation is consistent with the consensus model of construct aggregation (Chan, 1998). In accordance with these arguments, I formally propose the following.

Hypothesis 1: Couple-level work-family conflict will be negatively related to the couple's future levels of satisfaction with family relationships.

Couple-level Work-Family Conflict and Intra-Couple Withdrawal from the Workplace

The turnover literature to date has provided a detailed account of the work-related attitudinal and behavioral antecedents that lead to an individual's voluntary departure from the organization (see Holtom, Mitchell, Lee, & Eberly, 2008 for a review). However, despite the increase in dual-earner couples within the modern economy, these theories largely ignore the influence of family- or couple-related factors on the turnover process. One notable exception is the work on community embeddedness, which includes spousal and familial concerns in determining the level of embeddedness an individual experiences within the community where they work (Mitchell, Holtom, Lee, Sablinski, & Erez, 2001). Based on theories of attachment, the reasoning behind community embeddedness holds that if an employee is highly embedded within the community where he or she works, voluntary departure from the organization is less likely. In the original measure of community embeddedness (Mitchell et al., 2001), couple-related embedding factors including whether or not the employee is married and if the employee's spouse works outside the home are considered in determining to what extent an individual is embedded within their community and subsequently the likelihood of the individual to leave the job. This embeddedness perspective informs on how the employment status of the spouse may influence the individual to remain in a particular job. However, both the theory and the measure of community embeddedness are silent on the interrole conflict dual-earners may experience and how that would influence job departure within the couple.

Research focusing on the individual's perspective of work-family conflict has suggested a link between conflict and work-related withdrawal attitudes and behaviors. A study within the public accounting industry by Greenhaus and colleagues (2001) found that high levels of work-to-family conflict was related to intentions to withdraw from public accounting. In the study the

authors argued that the reason for this link is “because the most substantial determinants of work-to-family conflict reside within the work domain, individuals who experience extensive work-to-family conflict may attempt to reduce the conflict by leaving the work environment that has produced the stress” (Greenhaus et al., 2001, p. 92). Consistent with these arguments, Anderson, Coffey, and Byerly (2002) analyzed data from the National Study of the Changing Workforce and found that work-to-family conflict levels significantly predicted intentions to leave one’s job even after controlling for the influence of family-to-work conflict. Although these studies indicate that one’s work-family conflict influences the desire to withdraw from the workplace within the individual, they leave unaccounted for any spouse or partner’s contribution to the work-family interface, essentially relegating its influence to error. A study of dual-earner couples by Hammer, Bauer, and Grandey (2003) suggests that there is a significant degree of interrelatedness between one couple members’ work-family conflict and their partners’ work-related withdrawal behaviors (e.g., lateness, absenteeism). In this study the authors find that the work-to-family conflict of one spouse is positively related to the withdrawal behaviors of the other spouse. The finding that work-family conflict in one couple member influences withdrawal behavior in the other hints at a couple-level effect as it demonstrates that work-family conflict effects are intertwined within the couple. Accordingly, this result highlights the relevance of studying the couple-level influence of work-family conflict when attempting to predict the withdrawal-related consequences of interference between work and family roles.

Hobfoll’s (1989) conservation of resources model is helpful in explaining the mechanisms of couple-level work-family conflict and how such conflict may prompt employee withdrawal. In the model, Hobfoll proposes that individuals seek to acquire and maintain resources and consequently they strive to avoid situations which may threaten the loss of those

resources already acquired as these situations are perceived as stressful to the individual. Examples of family-related resources include energies put forward towards the acquiring of future resources and conditions such as satisfaction within the family domain and marital stability (Grandey & Cropanzano, 1999). In applying the conservation of resources model to work-family conflict, Grandey and Cropanzano (1999) theorized that interrole conflict leads to a negative “state of being” because energy resources are lost in the process of trying to balance both work and family roles and condition resources are threatened as interrole conflict inhibits the role performance required in being a quality family partner. Accordingly, the couple’s satisfaction with family relationships suffers as a consequence of the conflict. Conservation of resources theory suggests that couples will seek to remove themselves from this negative state by engaging in behaviors that reduce the threat to family-related resources (e.g., the satisfaction within the family domain and marital status). That is, “some type of behavior, such as planning to leave the work role, is needed to replace or protect the threatened resources” (Grandey & Cropanzano, 1999, p. 352). Consistent with the conservation of resources perspective of interrole conflict, I argue that dual-earner couples who experience high levels of work-family conflict will be more likely to seek to protect the energy and condition resources related to their family relationships by enacting a change in the work-roles within the couple. Under these circumstances, the reason for the job change is not due to unique work-related factors (i.e., job dissatisfaction) but rather due to factors external to the workplace, specifically the negative impact of the couple’s work-roles within the home. Accordingly, I argue that intra-couple voluntary job change¹ (i.e., the voluntary departure event of either couple member from his or

¹ The term turnover is often used in the management literature to signify employee job change. The term intra-couple job change is used instead of intra-couple turnover to avoid ambiguity, as the term intra-couple turnover could be construed as couple separation.

her current work role) will be more likely in those couples who have been jointly experiencing higher levels of work-family conflict, and the resulting dissatisfaction within the family domain, when compared to those who are experiencing lower levels.

I have argued, consistent with a conservation of resources theory perspective (Hobfoll, 1989), that couples experiencing high levels of work-family conflict will enact an intra-couple job change in order to mitigate the threat that the conflict poses to family-related resources. Extending the logic from conservation of resources theory, as the source of the conflict is curbed due to the job change, the couple's future levels of work-family conflict levels should also diminish. In accordance with scarcity theory (Goode, 1960), the restoration of finite energy resources to the couple through diminished levels of work-family conflict will result in increased satisfaction with family relationships as it frees more energy and time resources to be used within the family role. Thus I formally propose the following.

Hypothesis 2: Couple-level work-family conflict will be positively related to future intra-couple voluntary job change indirectly through the couple's satisfaction with family relationships.

Hypothesis 3: Intra-couple voluntary job change will be negatively related to future couple-level work-family conflict.

Couple-level Work-Family Conflict and Withdrawal from the Couple Relationship

Paralleling its influence on withdrawal from the workplace, as couples experience greater work-family conflict, the resulting negative impact on their satisfaction within the family domain may also threaten the status of their relationship. As of the beginning of the 21st century roughly 50% of marriages were expected to ultimately end in divorce (Schoen & Canudas-Romo, 2006).

Given that divorce has become common place in modern society and that there is an often-chronic strain on those involved as well as a general negative impact on society as a whole (see Amato, 2010; Barber & Eccles, 1992 for reviews on the subject), it is surprising that management scholars have not focused more on the impact of the work domain on the dissolution of the couple. Although work-related causes of couple divorce or separation are largely understudied, some evidence supports the assumption that a couple's work-related conflict with the home promotes not only dissatisfaction within the family but also the actual dissolution of the couple relationship. For example, in a qualitative study of work-family conflict among senior executives, Linehan and Walsh summarized a theme among divorcees within their sample that the "potential for [familial] tension is greater when both partners have stressful jobs" (2000, p. 56). In a sociological study on the impact of nonstandard work schedules (i.e., working nights) on marital separation, Presser (2000) theorized that nonstandard work schedules would promote marital instability due to chronic conflict between couple and family member's sleep and wake times, as they would be constantly out-of-sync. Consistent with her reasoning, she found that men with children working nonstandard work schedules were six times more likely to be divorced within five years than men who were not employed in nonstandard work schedules. Women with children showed a similar pattern. Taken together these findings provide support for the idea that the work-family conflict a couple experiences may ultimately lead to their separation.

Although the management literature is largely silent on the impact of work on divorce, there are some theories from sociology and social psychology that help explain how work-related issues could impact divorce among working couples. Echoing the rationale of scarcity theory (Goode, 1960), in these theories the scarcity of quality time spent together is paramount. For

example, the “absence effect” hypothesis posits that as work responsibilities inhibit marital interaction time (assumed to be necessary for the satisfaction of the relationship) the marriage is more likely to fail (Spitze & South, 1985; Presser, 2000). Supportive of the “absence effect” hypothesis, although not grounded in the work context, the “attachment hypothesis” holds that couples require opportunities for regular and stress-free shared time as such time provides the necessary marriage-specific social capital that strengthens couple ties and discourages separation (Hill, 1988; Poortman, 2005). Both the “absence effect” and the “attachment hypothesis” theories are congruent with the rationale from scarcity theory on work-family conflict; the heavy responsibilities of the couple’s work roles may consume the scarce time and energies necessary for the sustaining of their relationship. Considering these perspectives together, I argue that couple-level work-family conflict usurps the limited resources required to promote the well-being of the couple relationship and therefore is predictive of the future termination of the relationship.

Throughout these theories the mechanism implied linking conflict between the couple’s work responsibilities and the family domain and the ultimate dissolution of their relationship is the couple’s satisfaction within the family domain. Conflict leads to a lack of satisfaction, and this lack of satisfaction leads to couple separation. Consistent with this argument, research has clearly linked low satisfaction with family relationships, including satisfaction with the couple’s relationship with each other (Amato, 2010; Karney & Bradbury, 1995) and relationships with their children (Amato & Booth, 1996), to the separation or divorce of the couple.

Parenthetically, a meta-analytical investigation of the interrelatedness of couple relationship quality and parent-child relationship quality confirms that the two quality levels are positively correlated (Erel & Burman, 1995). Therefore, I argue that as working couples experience greater

work-family conflict, the couple's overall satisfaction with the relationships within their home will suffer and this low satisfaction will ultimately lead to couple separation. Accordingly, I formally propose the following.

Hypothesis 4: Couple-level work-family conflict will be positively related to the future separation of the couple indirectly through the couple's satisfaction with family relationships.

Couple-level Work-Family Conflict and Family Expansion

Although the presence of children in the home is readily acknowledged as a key driver of family demands and therefore predictive of work-family conflict (Eby et al., 2005), very little is known about how work-family conflict actually influences future child bearing (i.e., family expansion). The only study on this relationship of which I am aware investigated an individual's work-family conflict on the *intention* to have a child (Shreffler et al., 2010). Each of the individuals in the study was a member of a dual-earner couple, although the spouse of each individual was not included in the sample. Employing a spillover approach (Kanter, 1977), Shreffler and colleagues (2010) hypothesized that both men's and women's work-family conflict would influence his or her intention to have a child. Neither effect was found. This null result is not surprising considering my earlier arguments on the structure of couple-level work-family conflict based on family systems theory (Day, 1995); when predicting couple-level outcomes, couple members' work-family conflict levels should be considered jointly. Supporting the notion that the decision to expand the family occurs at the couple level, Thomson (1997) found that husband and wife childbearing intentions contributed in approximately equal force when predicting future births.

Drawing on perspectives based in resource scarcity, Hobfoll's (1989) conservation of resources theory is helpful in explaining the relationship between a couple's work-family conflict and family expansion. Consistent with this theory, couples will be motivated to establish family-related resources such as satisfaction in the home and marital stability, as well as maintain these resources by striving to avoid situations that might be a threat to them (Grandey & Cropanzano, 1999). As I have heretofore argued, couple-level work-family conflict threatens family-related resources (e.g., satisfaction in the home). Accordingly, as work-family conflict increases the couple's satisfaction with family relationships will decrease. As a consequence, couples will strive to avoid behavior that could further threaten family-related resources and therefore it will be less likely to expand on existing family demands (Grandey & Cropanzano, 1999; Greenhaus & Beutell, 1985; Hobfoll, 1989). This of course includes expanding on those demands through the addition of more children as such expansion would add to the couple's work-family conflict. In addition, the notion that low satisfaction in the home would lead to less family expansion is in keeping with past work in sociology (Myers, 1997). Consistent with these arguments, I predict that a couple's work-family conflict will be negatively related to the expansion of the family through its influence on the couple's satisfaction levels in the home. In keeping with this line of reasoning, I formally hypothesize the following.

Hypothesis 5: Couple-level work-family conflict will be negatively related to family expansion behaviors (i.e., the birth or adoption of a child) indirectly through the couple's satisfaction with family relationships.

Couple-level Work-family Conflict Dynamic Effects: Experience Profiles and Gestalt Characteristics

Not only has past research in work-family conflict been limited by its focus on the individual's impression of conflict, it has also been limited by primarily focusing on the static rather than dynamic effects of conflict on relevant outcomes and behaviors (Eby et al., 2005; Ford et al., 2007). In order to explain the influence of static levels as well as dynamic trends in couple-level work-family conflict, I borrow from recent theory on behavioral decision making and experience profiles. Ariely and Carmon (2000, 2003) describe the processes of experience evaluation as a function of experience profiles that evolve through time. These profiles are composed of a series of episodes which vary both in intensity and valence. A core component of their theory is that the formation of a summary assessment does not simply reflect the aggregated episodes within a given experience profile but rather draws upon both static (e.g., end-state evaluations) and dynamic (e.g., trends across episodes) components of the profile. These static and dynamic components are referred to as the gestalt characteristics of the profile. In light of the fact that human cognition is limited (Fredrickson & Kahneman, 1993), Ariely and Carmon (2000, 2003) argue that only the key components of experiences (i.e., their gestalt characteristics) are accessible for the formation of an evaluation. Thus, Ariely and Carmon argue that summary assessments of phenomena are not only driven by static levels but also by dynamic, gestalt information such as the favorability and intensity of past episodes as well as the relationship between these episodes over time.

The use of experience profiles to explain the influence of trends on criteria echoes the rationale given for understanding the dynamic impact of other phenomena such as work attitudes (Chen et al., 2011) and perceptions of justice (Hausknecht et al., 2011). For example, Chen and colleagues (2011) argued for and found that relative increases or decreases in job satisfaction will influence the individual's evaluations of whether to remain or leave their current position

over and above the static influence of average job satisfaction levels. Incorporating perspectives from sense-making theory (Louis, 1980) and prospect theory (Kahneman & Tversky, 1979), Chen and colleagues developed a framework of job satisfaction change in which they proposed that satisfaction levels from earlier points in time provide a reference point for the interpretation of future satisfaction levels and that the magnitude and direction of change shape employee interpretations of current working conditions as well as their expectations of future conditions. In addition, Hausknecht and colleagues (2011) used a gestalt characteristics perspective (Ariely & Carmon, 2000, 2003) to investigate trends in justice perceptions, arguing that in addition to current perceptions of justice, whether that perception is trending upward or downward is also relevant in predicting current employee attitudes such as turnover intentions and organizational commitment.

The aforementioned studies focus on the influence of past trends on the attitudes and behaviors of individuals. However, research on transactive memory within romantic couples demonstrates a complex interdependence in a couple's ability to recall information (Wegner, 1987, 1995; Wegner, Erber, & Raymond, 1991), suggesting that couples can and do indeed rely on each other to interpret past events. For a specific example, Wegner and colleagues (1991) found that couples (N = 59) who had been together for as little as three months had better memory performance than impromptu pairs of individuals. In light of Wegner and colleagues research, I argue that couple members are jointly influenced by the gestalt characteristics of work-family conflict levels over time, and therefore dynamic trends in couple-level work-family conflict will impact a couple's relevant summary assessments (i.e., satisfaction levels within the family, couple separation, intra-couple job change decisions) over and above static levels of conflict. Accordingly, I expect that relative increases or decreases in work-family conflict will

influence a couple's interpretation of current levels of conflict and future expectations of conflict, thus impacting future attitudes and behaviors. Formally, I propose the following.

Hypothesis 6: Dynamic trends (i.e., trajectories) in couple-level work-family conflict will explain variance over and above static effects of work-family conflict on future couple-level attitudes and behaviors.

In summary, I argue that work-family conflict within a couple will strain the couple's energy and time resources such that the couple's relationship will become less satisfying. This lower satisfaction will, in turn, lead to couple behaviors that alter permanently the work-family interface. Finally, I propose that, in addition to static levels, the couples past experiences with work-family conflict will be relevant in understanding the relationship between conflict, attitudes, and behaviors within a couple.

METHODS

Sample

In order to test my hypotheses, I use archival data from the Household, Income, and Labor Dynamics in Australia (HILDA) Survey. The HILDA Survey is a broad social and economic longitudinal survey that collects various work and family-related topics through both interview and self-completion questionnaires administered on an annual basis from 2001 to 2006 (time 1 to time 6). The survey is intended to reflect a random sample of the Australian population (Summerfield et al., 2011). Although the survey's purpose does not focus on working couples per se, it does follow multiple working couples over a six-year period, thus providing an excellent opportunity to assess working couples' attitudes and behaviors over time.

In order to test the non-trajectory hypotheses (Hypotheses 1-5), I used data on working couples spanning from time 1 to time 4. After removing 94 couples who experienced a turnover

event or who had separated prior to time 3, I was left with 568 couples with which to perform the analyses. For the remaining sample, the mean number of years that each couple had been together was 13.98 ($SD = 7.22$), couples had an average of 2.08 ($SD = .92$) children residing in the home, and 6.5% of the couples were cohabiting as opposed to being married. Note that for those couples who were held out of the analyzable sample, the relationship duration was 1.87 years lower on average ($p < .01$).

In order to test for the dynamic, trajectory-based effects of couple work-family conflict (Hypothesis 6), I used data on working couples spanning from time 1 to time 6. The longer time interval allowed me sufficient observations to properly model the trajectory of couple work-family conflict, as trajectories require a minimum of three observations, while still ensuring that the attitudinal and behavioral criterion occurred subsequent to the measurement of work-family conflict. As each time interval was one year in duration, I avoided extending the observations of work-family conflict beyond the three minimum observations needed to calculate a trajectory as it would provide opportunity for additional confounds or external influences unrelated to my theory to affect my results (Mitchell & James, 2001).

After removing 344 couples who had either separated or experienced a job change prior to time 5, as well as 118 couples for whom we did not have sufficient data due to attrition, I was left with a total of 200 couples with which to perform the trajectory analyses. For the analyzable sample, the mean number of years that each couple had been together at time 1 was 14.42 ($SD = 6.41$), couples had an average of 2.17 ($SD = .88$) children residing in the home, and 5% of the couples were cohabiting as opposed to being married. There were no statistically significant differences in relationship duration, number of children, and cohabitation rates between the trajectory sample and the original sample of 662 couples.

Measures

I describe in detail below how and when each construct was assessed. See Figures 2 and 3 for a graphical summary of the empirical design used in my analyses.

----- Insert Figures 2-3 About Here -----

Couple work-family conflict. Four work-family conflict scale items were asked to each member of the couple using a 7-point Likert scale reflecting the degree to which the subject agrees (7 corresponds to strongly agree) with the particular item. Note that these survey items were only asked to working parents. Sample items include “Because of the requirements of my job, my family time is less enjoyable and more pressured” and “Because of the requirements of my job, I miss out on home or family activities that I would prefer to participate in”. The full set of items may be found in the Appendix. I measured work-family conflict at time 1 and at time 3 for the non-trajectory and trajectory analyses respectively. In addition, I also assessed it at time 4 specifically in order to perform the analysis for Hypothesis 3 (please refer to Figures 2-3 for a graphical depiction of when variables were assessed). Cronbach’s alpha for the four items is .85 in time 1, .83 in time 3, and .84 in time 4.

I created the couple-level work-family conflict measure by adding the individual couple member’s measures of work-family conflict in accordance with the additive model of construct composition (Chan, 1998). Providing some empirical justification for the additive nature of couple work-family conflict (as opposed to another aggregation approach that assumes that the within-couple variance in work-family conflict is meaningful, e.g., a consensus model), the intra-

class correlation (ICC) is .07. In addition, I used SPSS version 21 Linear Mixed Models to calculate the random effect of couple on work-family conflict and found that it is not statistically significant. Taken together, these analyses suggest that the work-family conflict of each couple member is not dependent on his or her partner's level of work-family conflict (Heck, Thomas, & Tabata, 2013).

Couple work-family conflict trajectory. In order to operationalize each couples' temporal change in work-family conflict, I employed Bayesian slope estimators. This methodological approach is consistent with recent studies involving temporal change (e.g., Chen et al., 2011; Hausknecht et al., 2011; Liu et al., 2012). These estimators are derived from three consecutive survey periods (time 1 to time 3; see Figure 3 for a graphical depiction of when the data was collected), over which each couple's trend in work-family conflict is modeled as a function of time (Couple-level work-family conflict = $b_0 + b_1 \times \text{Time}$) while allowing random variation around both the intercept (b_0) and the linear coefficient (b_1) for time (for details and an example of this approach see Bliese & Ployhart, 2002; Chen et al., 2011).

Couple-level satisfaction with family relationships. Each member of the couple was asked three items which measured their satisfaction with family relationships. These three items read as follows: "How satisfied are you with your relationship with your partner?", "How satisfied are you with your relationship with your children?", and "How satisfied are you with your partner's relationship with your children?" Items were measured using a 10-point Likert scale reflecting the degree to which each couple member is satisfied (10 corresponds to completely satisfied). I assessed satisfaction with family relationships at time 2 and time 4 for the non-trajectory and trajectory analyses respectively. Cronbach's alpha for the three-item measure is .80 for both time 2 and time 4. Measuring satisfaction with family relationships is

consistent with Parasuraman and Greenhaus' (2002) call for research on work-family conflict that focuses on the impact of conflict within the family unit. More importantly, within this sample it is appropriate to assess satisfaction with family relationships (rather than simply assessing marital satisfaction) considering that the context of this sample only applies to working couples with children. I created the couple-level satisfaction with family relationships measure by summing the individual-level measures of family satisfaction. The ICC for family satisfaction is .50 and the random effect of couple on family satisfaction was significant $p < .01$, suggesting that there is a large amount of interdependence between couple members' ratings of family satisfaction.

Separation from spouse or long-term partner. The separation event from a spouse or long-term partner was self-reported and I measure it at the couple-level as a dichotomous outcome from time 3 to time 4 for the non-trajectory analyses and from time 5 to time 6 for the trajectory analyses. My time intervals for measuring separation are consistent (if not more conservative) than prior retrospective work that focuses on divorce (e.g., Amato & Rogers, 1997; Gottman & Levenson, 2002; Huston, Caughlin, Houts, Smith, & George, 2001; Poortman, 2005), some of which recorded separation events for up to 14 years after the initial survey. One study in particular provides some insight into the predictive utility of different time intervals used for predicting divorce. Amato and Rogers (1997) studied the extent to which reports of marital problems predicted future divorce. Using a retrospective data set, they followed couples for 12 years after the initial self-reporting of marital problems. They then separated their analysis by predicting divorce events in three successive four-year time intervals. The authors found that the risk of divorce due to marital problems was the highest during the first four years after the initial report of marital problems, and although this effect remained even after the first four years, it

dissipated dramatically over time (from a 32% to a 15% increase in likelihood of divorce). My study follows couples during the first three to five years after work-family conflict is initially measured, thus capturing the time interval where prediction is likely the strongest.

Birth or adoption. Similar to the separation measure, the birth or adoption of a child is also self-reported and I analyze it at the couple-level as a dichotomous outcome over the same time intervals. The two-year timeframe ensures that there is ample time for the decision to have a child, and either for the gestation and birth to occur or for the adoption to happen after the assessment of satisfaction with family relationships.

Intra-couple voluntary job change. I composed the intra-couple voluntary job change measure by aggregating voluntary turnover events as reported by each individual member of the couple to the couple-level. Thus, the measure of intra-couple voluntary job change is a dichotomous measure that reflects the voluntary job change of either member (or both members) of the couple. I calculate this measure at time 3 and at time 5 for the non-trajectory and trajectory analyses respectively. The use of a twelve month interval in which to capture turnover events is consistent with multiple turnover studies (e.g., Boswell et al., 2005; Mitchell et al., 2001; Trevor, 2001).

Controls. In order to reduce the potential for omitted variable bias, I consulted research on work-family conflict (Eby et al., 2005), couple separation (Amato, 2010; Presser, 2000) as well as child birth/adoption (Myers, 1997; Thomson, 1997) to determine the appropriate couple-level controls needed for the present analysis. Consistent with this prior work, I statistically control for the number of children present in the home, the combined salary level within the home, whether or not the couple is married or cohabitating, and how long the couple has been married or in a partnership. The reviewed research suggests that all of these variables could

potentially influence the relationship between work-family conflict levels, satisfaction in the home, and couple behaviors (i.e., separation and child birth/adoption). In addition, although an extensive body of research has addressed the individual-level, job-related factors that are likely to influence individual turnover (e.g., Holtom et al., 2008; Hom, Caranikas-Walker, Prussia, & Griffeth, 1992), my current theoretical focus is on the influence of family-related pressures on job change events within the couple. Consistent with this theoretical lens, I maintain the same family-related, couple-level controls in my analysis when predicting intra-couple job change. All controls were assessed at time 1 of the survey.

Analyses. In order to test my hypotheses involving indirect effects, I employed the PROCESS macro in SPSS as it 1) allows for the estimation of indirect effects when predicting dichotomous outcomes and 2) employs bootstrapping procedures in the estimation of those effects (Hayes, 2009; Hayes & Preacher, 2013; Preacher & Hayes, 2008). A key advantage of bootstrapping is its robustness against normality distribution violations. Even so, I inspected the data for any major violations of statistical assumptions (i.e., major violations of normality, homogeneity of variance, outliers). In regards to outliers, all data were found to be within the plausible range of values (e.g., for a construct scale ranging from 1 to 7, all data were found to exist within that range; relationship duration and salary level were all positive). I created a residuals plot using all predictors to assess homogeneity of variance and found no evidence of heteroscedasticity in the data. As relationship duration had a particularly high standard deviation, I also inspected its residuals by themselves; consistent with the plot containing all residuals, this too suggested that relationship duration is homoscedastic. Lastly, I inspected the data by plotting each continuous variable and comparing it a normal probability curve to investigate for major violations of normality. See the Appendix for all data plots.

Plots revealed couple salary to be extremely right-skewed, with one case in particular exceeding three standard deviations above the average salary. Accordingly, I performed a natural log transformation on salary level as such a transformation tends to make positively skewed data become more normally distributed (Howell, 2012; see Appendix for histograms with normal distribution curves of couple salary level both before and after the natural log transformation). Parenthetically, the bootstrapping procedure converged more quickly using the natural log of salary. I also ran the analyses with and without the extreme outlier and found no material difference in the results. As I predict multiple outcomes over different time periods, the analyzable data set varies somewhat across each of these analyses. In order to take full advantage of all available data, I used a listwise approach to each analysis. Accordingly, I present each analysis separately.

RESULTS

Descriptive Statistics and Correlations

Means, standard deviations, and correlations for data used in testing both the non-trajectory (time 1 – 4) and the trajectory analyses (time 1 – 6) are located in Tables 1-3. More specifically, the descriptive statistics and correlations in Table 1 correspond to the non-trajectory data set used to test Hypotheses 1-2 and 4-5. The information in Table 2 refers to the non-trajectory sample used to analyze Hypothesis 3. Finally, Table 3 corresponds to the data used to test Hypothesis 6. The descriptive statistics as well as correlations in all three tables demonstrate a similar pattern among the variables. One key difference is that the non-trajectory data has a higher number of significant correlations among variables. This difference is likely due to the fact that it has a larger sample size, and therefore greater power, when compared to the trajectory data. The reason for the larger sample size in the non-trajectory sample is due to attrition, as the

trajectory sample requires couples to remain intact and respond to the survey for a longer period of time.

----- Insert Tables 1-3 About Here -----

Tests of Hypotheses

Non-trajectory analyses. Hypothesis 1 predicts that the couple's work-family conflict will be negatively related to future levels of satisfaction with family relationships. Hypothesis 1 is supported ($\beta = -.20, p < .01$). See Tables 4 for results.

Hypothesis 2 predicts that couple-level work-family conflict will be positively related to the intra-couple job change via its influence on the couple's satisfaction levels with family relationships. This hypothesis is not supported as there is no significant relationship between satisfaction with family relationships and intra-couple turnover ($\beta = -.06, p > .10$). The indirect effect was also not significant (*indirect effect* = .01; 95% CI [-.03, .06]). See Table 4 for results. Hypothesis 3 predicts that intra-couple voluntary job change will be negatively related to future couple-level work-family conflict. There was no evidence to suggest a relationship between couple turnover and subsequent work-family conflict ($\beta = .05, p > .10$). See Table 5 for overview of results.

----- Insert Tables 4-5 About Here -----

Hypothesis 4 predicts that couple-level work-family conflict will be positively related to the future separation of the couple indirectly through the couple's satisfaction with family

relationships. This hypothesis was supported. The relationship between family satisfaction and couple separation was negative ($\beta = -.61, p < .01$) and bootstrapping procedures using 1000 resamples revealed that the indirect effect of couple-level work-family conflict on separation was positive (*indirect effect* = .13; 95% CI [.06, .21]). See Table 6 for an overview of the results. Hypothesis 5 predicts that couple-level work-family conflict will be negatively related to the child birth/adoption indirectly through the couple's satisfaction with family relationships. This hypothesis was also supported. Specifically, the relationship between family satisfaction and subsequent birth/adoption was positive ($\beta = .67, p < .01$) and, as predicted, bootstrapping procedures using 1000 resamples revealed that the indirect effect of couple-level work-family conflict on birth/adoption was negative (*indirect effect* = -.14; 95% CI [-.27, -.05]). See Table 7 for an overview of the results.

----- Insert Tables 6-7 About Here -----

Trajectory analyses. Hypothesis 6 predicts that trajectories in couple-level work-family conflict will explain variance over and above the static level of work-family conflict on future couple-level attitudes and behaviors. In general, this hypothesis was not supported. See Tables 8-10 for overview of results. There is no evidence that work-family conflict trajectories have any incremental influence on couple behaviors (i.e., job change, separation, birth/adoption).

----- Insert Tables 8-10 About Here -----

Further investigation reveals that couple work-family conflict trajectory did predict couple satisfaction with family relationships ($\beta = 2.24, p < .05$) in the analyses of birth/adoption and couple separation. However, the direction of the impact of conflict trajectory on couple satisfaction was positive, which is opposite of the direction I expected. As the couple's static level of work-family conflict is strongly correlated with work-family conflict trajectory ($r = .58, p < .01$), I inspected the two variables for any evidence of multicollinearity to see if this could be contributing to the unexpected results. To do so, I first inspected the variance inflation factors for the couple's conflict and conflict trajectory, which were 1.51 and 1.52 respectively. Taken by themselves, these factor scores do not provide a strong signal that multicollinearity is an issue as they are well below the generally accepted threshold of ten (Cohen, Cohen, West, & Aiken, 2003). Next, I removed the static level of conflict from the regression predicting family satisfaction and observed that, in the absence of the static level of work-family conflict, the effect of trajectory diminished (β went from 2.24 to .29) and became statistically non-significant. Altogether, this suggests that the high amount of correlation between static and trajectory measures of conflict is likely the root cause of the unexpected results as opposed to any meaningful relationship between work-family conflict trajectory and the couple's family satisfaction levels.

DISCUSSION

The majority of research on the work-family interface has focused on the short-term, temporary impact of work-family conflict, with the individual worker being the primary theoretical focus and empirical unit of analysis (Eby et al., 2005; Ford et al., 2007; Parasuraman & Greenhaus, 2002). By focusing on the individual, the ability to test conflict-related theory that has implications for what happens in the home is restricted as the contribution of the other couple

member to the work-family interface is treated as error. Focusing on the individual when studying the work-family interface is especially limiting with more recent samples, as the majority of modern working families are structured in a dual-earner as opposed to a single-earner format (Galinsky et al., 2009). Similarly, by focusing on the short-term effects of work-family conflict, the ability to add to theory that creates a deeper understanding of how work-family conflict alters the work-family interface is limited as short-term designs implicitly assume that work-family conflict is temporary in its effects. The key purpose of the current study was to overcome these prior limitations by investigating if and how work-family conflict operates within a couple over time to influence couple-level attitudes and behaviors which ultimately change the work-family interface. Using an experience profiles perspective, a secondary purpose of the current study was to determine whether dynamic changes in the couple's work-family conflict levels over time contribute to this change over above the static effects of work-family conflict.

The archival sample I use in the present study is uniquely suited to the study's purpose as it follows working couples over multiple years, assessing levels of work-family conflict, satisfaction levels in the home, as well as behaviors related to the work-family interface (i.e., job change, separation, and birth/adoption). Accordingly, the sample allows sufficient time to trace the impact of work-family conflict over the long term within a couple to test whether this conflict alters the structure of the work-family interface as well as test for trajectory effects of work-family conflict.

Overall, I found support for the effect of couple-level work-family conflict on couple attitudes regarding family relationships as well as family-related withdrawal and expansion behaviors. No support was found for the influence of couple work-family conflict on intra-

couple job change, nor the dynamic effect of couple work-family conflict. Implications are discussed below.

Research Implications

Consistent with a large body of individual-level research relating work-family conflict to family-and-home-related satisfaction (see Ford et al., 2007 for a meta-analytic review), I find the couples' work-family conflict to be negatively related to the couple's satisfaction with family relationships. Answering the call to explore and better understand relationships between constructs at different levels of analysis (Chen et al., 2005; Morgeson & Hofmann, 1999), this finding provides evidence that work-family conflict and family satisfaction are homologous in function at both the individual and couple level. Accordingly, this result also provides evidence that family systems theory (Day, 1995) is relevant when considering how resource scarcity (Goode, 1960) translates conflict into family attitudes. A further step in understanding how work-family conflict influences attitudes in the home would be to capture and incorporate not only couple member attitudes, but also the perspectives of dependents of the couple, be they children or parents. This step would provide a more holistic understanding of attitudes within the work-family interface and would be timely considering the rise in multigenerational work-family arrangements (Parker & Patten, 2013).

Applying and extending perspectives from resource scarcity and conservation of resources (Goode, 1960; Grandey & Cropanzano, 1999; Hobfoll, 1989) to explain how couple work-family conflict could result in job change within the couple, I fully expected that conflict would be negatively related to future job change indirectly through the conflict's influence on satisfaction with family relationships. However, I found no evidence that this is the case. In

addition, as I performed post-hoc analyses, I found that individual-level work-family conflict was indirectly related to job change through job satisfaction ($p < .05$). This result is consistent with volumes of research that models employee turnover as stemming from job-specific affect (see Holtom et al., 2008 for a review). In fact, the closest any turnover-centric theory of which I am aware comes to capturing home and family factors when predicting turnover is with regards to the employees' family ties to the community as discussed in the community embeddedness literature (Lee, Burch, & Mitchell, 2014; Mitchell et al., 2001). However, family specific ties and concerns are only a small portion of the community embeddedness concept. My study does not provide support for the notion that family ties (specifically satisfaction with family relationships) drives a job change event within the couple. Synthesizing these points, my analyses suggest that job change is best modeled as an individual-level phenomenon and any couple-level influences on job change are likely overwhelmed by the individual-level, job-specific factors involved in the job change decision.

In addition, I did not find any evidence that a job change within the couple alters work-family conflict going forward. This may be due to the fact that the direction of change in work-family conflict may be unpredictable after a job change event, rather than negative as I had originally assumed. Job change can certainly result in lower work-family conflict in the couple if the new job is less demanding than the former job held by that member of the couple, however research on the honeymoon-hangover effect due to job change suggests that employees enjoyment of their new position is often short-lived as the realities of the new position are difficult to anticipate a priori (Boswell et al., 2005). As alluded to previously, job change can occur (and my analysis suggests that it does occur) as a result of individual-level job-related affect. It is possible that this affect has little to do with resource scarcity and family satisfaction

within the couple per se. Taking these arguments together, job change would not be expected to exhibit a relationship with future levels of work-family conflict.

Although I do not find evidence that couple work-family conflict alters the work component of the couple's work-family interface, my results do indicate that work-family conflict actually influences the family component of the work-family interface. Specifically, my study links what happens in the workplace (i.e., work-family conflict) to couple separation and child birth/adoption behavior via its impact on satisfaction within the home. This result extends our understanding of how resource scarcity (Goode, 1960) resulting from work demands influences home life, family stability, and family expansion. Thus, conflict not only influences family-related attitudes, but over time it can impact *who* makes up the family. These findings together highlight the importance of testing for long-term effects of work-family conflict. More importantly, this study answers the call by two pioneers in the field to further extend the work-family interface literature by incorporating more substantial couple and family outcomes into the theoretical framework (Parasuraman & Greenhaus, 2002).

Family systems theory (Day, 1995) suggests that couple decisions and behaviors emanate from a collective and are best predicted and understood when considering the couple members jointly rather than individually. Consistent with this theoretical perspective, post-hoc analyses revealed that when predicting separation or child birth/adoption from the perspective of couple members individually, the strength of the relationship between work-family conflict, family satisfaction and couple behaviors decreased dramatically or became non-significant. This empirical exercise provides further justification for both the necessity and predictive validity of considering couple members' work-family conflict at the couple (rather than individual) level. In sum, my analyses support the idea that conflict operates within a family system and that

stronger prediction and understanding of conflict's impact on the couple can be obtained when considering the couple as a unit.

My findings provide no clear evidence for the incremental dynamic effect of work-family conflict trajectories on couple attitudes or behaviors. In a post-hoc analysis, the individual-level effects of work-family conflict trajectories are also not a significant predictor of work or family outcomes. These findings are puzzling as they go contrary to a growing body of literature within the management field that demonstrates that people use both end-states as well as past trends to form assessments and make decisions (Chen et al., 2011; Dunford, Shipp, Boss, Angermeier, & Boss, 2012; Hausknecht et al., 2011; Liu et al., 2012). It may be that work-centric constructs such as burnout (Dunford et al., 2012) or job satisfaction (Chen et al., 2011; Liu et al., 2012) have more stable trends (or are perceived as having more stable trends to employees) when compared to constructs that combine two separate domains (i.e., the workplace and the home). This perceived stability may make it easier for employees to reliably predict future experiences based on their most recent experience. In other words, an employee may perceive an increase in job satisfaction to be more likely to lead to future increases in job satisfaction and this perception could subsequently affect his or her present decisions regarding the job. However, as work-family conflict simultaneously combines two domains, couple members may be less likely to perceive an increase (or decrease) in conflict as predictive of future changes in conflict, as the change may stem from one or both domains. Accordingly, dual-earner couples' assessments and decisions would be less likely to be influenced by past trends in conflict.

Another potential reason for the lack of a clear dynamic effect of work-family conflict on couple outcomes could simply be due to the extended lag between intervals. I calculated the work-family conflict trajectory over a three-year period, using three measures of work-family

conflict which were assessed annually within the HILDA survey. The one-year length of time between intervals provides a significant window for potential confounds which can attenuate the strength of the relationship between the conflict's trajectory and the subsequent measurement of couple outcomes (Mitchell & James, 2001). Lending support to this potentiality, the three-year period used in my study is a significantly longer window of time in which to measure a trajectory when compared to recent trajectory studies within the management literature (Chen et al., 2011; Dunford et al., 2012; Hausknecht et al., 2011; Liu et al., 2012). Specifically, these studies captured trajectories in job satisfaction, burnout, and justice perceptions across multiple organizational contexts by using multiple assessments (ranging from a minimum of three to a maximum of five assessments) within a total period of time typically comprising less than a year and not exceeding two years.

Limitations

The key strength of the archival data used in my study is that it allows me to follow dual-earner couples over multiple years. This allows for a sufficient amount of time to model behaviors within the couple (i.e., job change, separation, and birth/adoption) after the initial measurement of couple work-family conflict. The key limitation of this archival data is that I am unable to specify the time intervals. Hence, my results may be weakened by an improper specification of time between constructs (Mitchell & James, 2001).

Similarly, I am unable to dictate the items used in the survey a priori as my analysis of constructs is confined to items which already exist in the archival data set. Accordingly, my results may also be influenced by a lack of validity in the items used to measure or represent a psychological construct. Providing some evidence that this is likely not a major issue with the

current study, I note that my dependent variables as well as my controls are likely reliable as they are either dichotomous (e.g., separation) or they represent a measurable quantity (e.g., number of children, salary level) as opposed to a latent construct. In addition, my measures of work-family conflict as well as satisfaction with family relationships demonstrate face validity with their underlying constructs (see Appendix for items). The measures also demonstrate predictive validity over time consistent with the hypothesized model and past research (i.e., work-family conflict scores are predictive of future family satisfaction scores, which is to be expected based on past meta-analytical results; see Ford et al., 2007 for a review). Finally, both of these measures exhibit high reliability as exhibited by Cronbach's alpha.

To provide further assurance that the work-family conflict and family satisfaction measures in particular and the HILDA data in general are reliable, I investigated the reliability of the relationship between key management variables within the data set over different time intervals. Specifically, I calculated the correlations between work-family conflict and future family satisfaction for time intervals 1 - 2 ($r = -.19; p < .01$), 2 - 3 ($r = -.19; p < .01$), and 3 - 4 ($r = -.12; p < .01$). This set of correlations is consistent with past meta-analytical results between the two constructs (Ford et al., 2007). In addition, I noted that the relationship between job satisfaction and future voluntary turnover is consistent with past meta-analyses (e.g., Griffeth, Hom, & Gaertner, 2000) on turnover (e.g., the correlation between job satisfaction at time 1 and turnover at time 2 is $-.14; p < .01$). Altogether, these analyses strengthen my confidence in the validity of the data set as the management constructs found within it largely corresponds with previously established relationships.

A final potential limitation of my study is that my data is from an Australian sample and therefore the results may not generalize outside of that specific culture. However, I have no

reason to believe that my results would differ dramatically from other Western societies. For example, although divorce rates for Australian marriages have been historically lower than those of other Western societies (especially lower than those in the United States), the Australian rates have followed a similar upward trend and have been linked to similar antecedents as these other societies (Bracher, Santow, Morgan, & Trussell, 1993; Hewitt, Baxter, & Western, 2005). In addition, Australia follows closely the fertility trends of other advanced societies with similar determinants (Balbo, Billari, & Mills, 2013).

Managerial Implications

I hope that my study helps scholars and practitioners to more clearly comprehend how conflict between the work role and the family role can influence working couples and families. Based on my results, managerial policies and practices that create significant conflict with home life go beyond a temporary negative effect on family-related attitudes; such policies and practices may actually influence family satisfaction such that overtime couple fertility is curtailed and the longevity of the couple relationship is threatened. Past research has suggested that organizational leadership has the ability to mitigate the negative effects of work-family conflict through the adoption of family supportive policies (Allen, 2001; Lapierre & Allen, 2006; Nielson, Carlson, & Lankau, 2001; Thomas & Ganster, 1995). In addition, research has demonstrated that it is not enough for the family-supportive policies to exist, managers must promote a culture that actively endorses the use of these policies in order for employees to feel like they can take advantage of work-family benefits (Thompson, Beauvais, & Lyness, 1999). The results of my study suggest that the managers' active implementation (or neglect) of family-

supportive policies may have implications for the composition of the family over time through its potential effect on couple separation and fertility.

SUMMARY AND CONCLUSION

My study has the potential to advance scholarship in the work-family interface in the following ways. First, it advances research on work-family conflict by theorizing it as a couple-level phenomenon. Considering the prevalence of dual-earner couples in the current work force (Bond et al., 2003), one goal of this study is to update the concept of work-family conflict to be consistent with the realities of most couples within the work force and to observe its impact on work-family outcomes. In doing so, I answer Parasuraman and Greenhaus' (2002) call for research on the work-family interface that focuses on the nature of work-family relationships at the couple-level.

Second, I advance the understanding of couple-level work-family conflict by linking it longitudinally to the couple's attitudes and behaviors. Extending perspectives from scarcity theory (Goode, 1960) and conservation of resources of theory (Grandey & Cropanzano, 1999; Hobfoll, 1989) to the couple's work-family interface, my study investigates how processes stemming from the work role can negatively influence the couple's satisfaction levels within the home as well as promote the actual separation of the couple and job change decisions within the couple. Thus, my study connects what occurs within the work place to couple life through illustrating the effect of interrole conflict on attitudes and behaviors occurring within the couple. Accordingly, I find that as dual-earner couples experience high levels of conflict between their work roles and their home life they are left with insufficient energy and time to invest in the family, and as a consequence, the family relationship suffers, the family is less likely to expand and the actual status of the couple is threatened.

In conclusion, my study portrays the influence of work-family conflict on couple attitudes and behaviors over the long term. Importantly, it suggests that the composition of the family can be altered by work-family conflict via its influence on relationships in the home. Taken together, my findings should provide relevant insight to researchers, managers, and working couples in particular as they consider family-related work policies and decisions.

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TABLES AND FIGURES

TABLE 1

Means, Standard Deviations, and Correlations^a for Non-Trajectory Sample (Hypotheses 1-2; 4-5)

Variables	<i>M</i>	<i>SD</i>	1	2	3	4	5	6	7	8	9
1. Separation	.06	.24	–								
2. Birth/Adoption	.08	.27	-.01	–							
3. Couple Turnover	.20	.40	.02	.09*	–						
4. Couple Work-Family Conflict	3.71	1.15	-.07	.00	.05	–					
5. Family Satisfaction	8.38	1.25	-.20**	.14**	-.03	-.20**	–				
6. Relationship Duration	13.59	7.29	-.08	-.32**	-.13**	-.11*	-.02	–			
7. Married/Cohabit	.07	.25	.15**	-.04	.04	.13**	-.17**	-.27**	–		
8. Children	2.09	.95	-.13**	-.21**	-.06	-.02	.05	.37**	-.14**	–	
9. Couple Salary	7.06	.64	-.07	.01	-.02	.06	-.03	.09*	-.05	-.01	–

^a Descriptive statistics correspond with sample used in Non-Trajectory Hypotheses (Times 1 - 4); Separation = 1, No Separation = 0; Birth/Adoption = 1, No Birth/Adoption = 0; Couple Turnover = 1, No Couple Turnover = 0; Cohabiting = 1, Married = 0; Couple Salary reflects the natural log of the couple's weekly joint earnings; ** p<.01, * p<.05

TABLE 2

Means, Standard Deviations, and Correlations^a for Sample used in Post-Turnover Work-Family Conflict Analysis (Hypothesis 3)										
Variables	<i>M</i>	<i>SD</i>	1	2	3	4	5	6	7	8
1. Couple Work-Family Conflict Time 4	3.80	1.09	–							
2. Couple Turnover	.21	.40	.09	–						
3. Couple Work-Family Conflict Time 1	3.83	1.13	.63**	.09	–					
4. Family Satisfaction	8.47	1.18	-.24**	-.11*	-.27**	–				
5. Relationship Duration	13.03	6.36	-.11*	-.11*	-.09	.03	–			
6. Married/Cohabit	.05	.22	.09	-.01	.13**	-.16**	-.20**	–		
7. Children	2.13	.95	-.02	-.02	-.06	.03	.42**	-.11*	–	
8. Couple Salary	7.10	.58	.01	-.07	.06	.03	.05	-.02	-.01	–

^a Descriptive statistics correspond with listwise sample used in analyzing Hypothesis 3; Couple Turnover = 1, No Couple Turnover = 0; Cohabiting = 1, Married = 0; Couple Salary reflects the natural log of the couple's weekly joint earnings; ** $p < .01$, * $p < .05$

TABLE 3

Means, Standard Deviations, and Correlations^a for Trajectory Sample (Hypothesis 6)

Variables	<i>M</i>	<i>SD</i>	1	2	3	4	5	6	7	8	9	10
1. Separation	.03	.17	–									
2. Birth/Adoption	.03	.17	-.03	–								
3. Couple Turnover	.11	.31	.03	.13	–							
4. Couple Work-Family Conflict	3.77	1.10	.03	.09	-.02	–						
5. Couple Work-Family Conflict Trajectory	.04	.10	-.04	.03	.03	.58**	–					
6. Family Satisfaction	8.37	1.15	-.14	.09	-.01	-.12	.03	–				
7. Relationship Duration	16.30	6.50	-.14	-.27**	-.18*	-.06	-.02	-.09	–			
8. Married/Cohabit	.05	.22	.09	.09	-.08	.04	-.05	-.08	-.19**	–		
9. Children	2.16	.88	-.03	-.03	.01	.07	.10	.11	.21**	-.09	–	
10. Couple Salary	7.32	.51	.03	-.06	-.06	.08	.09	-.08	.19**	-.08	.08	–

^a Descriptive statistics correspond with listwise sample used in Trajectory Analyses (Times 1 - 6); Separation = 1, No Separation = 0; Birth/Adoption = 1, No Birth/Adoption = 0; Couple Turnover = 1, No Couple Turnover = 0; Cohabiting = 1, Married = 0; Couple Salary reflects the natural log of the couple's weekly joint earnings; ** p<.01, * p<.05

TABLE 4

Analysis of Couple Work-Family Conflict on Couple Turnover^a

	Satisfaction with Family Relationships			Couple Turnover		
	B	SE	t	B	SE	Z
Constant	10.40	0.66	15.67	-0.21	1.77	-0.12
Satisfaction with Family Relationships				-0.06	0.09	-0.61
Couple Work-Family Conflict	-0.20	0.05	-4.38**	0.09	0.10	0.87
Relationship Duration	-0.02	0.01	-2.25*	-0.05	0.02	-2.42*
Married/Cohabiting	-0.90	0.24	-3.80**	-0.10	0.48	-0.22
Number of Children	0.09	0.06	1.46	-0.03	0.14	-0.23
Couple Salary	-0.03	0.08	-0.42	-0.06	0.18	-0.34
R²		0.07**				
-2log likelihood					474.34	
	Bootstrapping Effect		SE	95% CI (LL, UL)		
Direct effect	0.09		0.10	-0.11, 0.29		
Indirect effect via Satisfaction with Family Relationships	0.01		0.02	-0.03, 0.06		

^a N = 526; ** p<.01, * p<.05; Bootstrap sample size = 1,000.

TABLE 5**Analysis of Couple Turnover on Work-Family Conflict (Hypothesis 3)^a**

	Couple Work-Family Conflict (Time 4)		
	B	SE	t
Constant	2.42	0.69	3.50**
Couple Turnover	0.05	0.10	0.49
Satisfaction with Family Relationships	-0.07	0.04	-1.79
Couple Work-Family Conflict (Time 1)	0.59	0.04	15.37**
Relationship Duration	-0.01	0.01	-1.63
Married/Cohabiting	-0.05	0.19	-0.27
Number of Children	0.05	0.05	1.11
Couple Salary	-0.04	0.07	-0.54
R²		0.41	

^a N = 424; ** p<.01, * p<.05.

TABLE 6

Analysis of Couple Work-Family Conflict on Couple Separation^a

	Satisfaction with Family Relationships			Couple Separation		
	B	SE	t	B	SE	Z
Constant	10.20	0.67	15.32**	6.48	2.62	2.47*
Satisfaction with Family Relationships				-0.61	0.14	-4.40**
Couple Work-Family Conflict	-0.21	0.05	-4.49**	-0.53	0.20	-2.68**
Relationship Duration	-0.02	0.01	-2.37*	-0.02	0.03	-0.62
Married/Cohabiting	-0.79	0.23	-3.41**	0.97	0.61	1.60
Number of Children	0.10	0.06	1.60	-0.59	0.28	-2.11*
Couple Salary	-0.02	0.08	-0.23	-0.33	0.27	-1.24
R²		0.07**				
-2log likelihood					199.88	
		Bootstrapping Effect		SE		95% CI (LL, UL)
Direct effect		-0.53		0.20		-0.91, -0.14
Indirect effect via Satisfaction with Family Relationships		0.13		0.04		0.06, 0.21

^a N = 542; ** p<.01, * p<.05; Bootstrap sample size = 1,000.

TABLE 7

Analysis of Couple Work-Family Conflict on Birth/Adoption^a

	Satisfaction with Family Relationships			Birth/Adoption		
	B	SE	t	B	SE	Z
Constant	10.06	0.65	15.39**	-5.69	3.67	-1.55
Satisfaction with Family Relationships				0.67	0.22	3.07**
Couple Work-Family Conflict	-0.21	0.05	-4.53**	0.01	0.16	0.09
Relationship Duration	-0.02	0.01	-2.25*	-0.25	0.05	-5.45**
Married/Cohabiting	-0.77	0.23	-3.40**	-2.04	1.07	-1.91
Number of Children	0.11	0.06	1.77	-0.44	0.28	-1.57
Couple Salary	-0.01	0.08	-0.10	0.34	0.35	0.96
R²		0.06**				
-2log likelihood					194.03	
		Bootstrapping Effect		SE	95% CI (LL, UL)	
Direct effect		0.01		0.16	-0.30, 0.33	
Indirect effect via Satisfaction with Family Relationships		-0.14		0.06	-0.27, -0.05	

^a N = 568; ** p<.01, * p<.05; Bootstrap sample size = 1,000.

TABLE 8

Analysis of Couple Work-Family Conflict Trajectory on Couple Voluntary Turnover^a

	Satisfaction with Family Relationships			Couple Turnover		
	B	SE	t	B	SE	Z
Constant	10.53	1.30	8.12**	-1.93	2.37	-0.81
Satisfaction with Family Relationships				-0.15	0.20	-0.73
Couple Work-Family Conflict Trajectory (Time 1-3)	1.48	1.01	1.47	1.79	2.86	0.62
Couple Work-Family Conflict (Time 3)	-0.22	0.09	-2.39*	-0.20	0.26	-0.75
Relationship Duration	-0.02	0.01	-1.85	-0.11	0.04	-2.74**
Married/Cohabiting	-0.43	0.38	-1.14	0.17	0.55	0.30
Number of Children	0.16	0.09	1.66	0.24	0.29	0.83
Couple Salary	-0.12	0.16	-0.75	-0.15	0.46	-0.33
R²		.06**				
-2log likelihood					126.69	
	Bootstrapping Effect		SE	95% CI (LL, UL)		
Direct effect	1.79		2.86	-3.82, 7.40		
Indirect effect via Satisfaction with Family Relationships	-0.22		0.42	-1.53, 0.34		

^a N = 200; ** p<.01, * p<.05; Bootstrap sample size = 1,000.

TABLE 9

Analysis of Couple Work-Family Conflict Trajectory on Couple Separation^a

	Satisfaction with Family Relationships			Couple Separation		
	B	SE	t	B	SE	Z
Constant	10.67	1.29	8.27**	-3.39	8.93	-0.38
Satisfaction with Family Relationships				-0.56	0.32	-1.72
Couple Work-Family Conflict Trajectory (Time 1-3)	2.24	0.97	2.30*	-1.70	4.65	-0.37
Couple Work-Family Conflict (Time 3)	-0.26	0.09	-2.88**	0.08	0.50	0.15
Relationship Duration	-0.02	0.01	-1.65	-0.12	0.07	-1.68
Married/Cohabiting	-0.41	0.38	-1.08	0.82	1.25	0.65
Number of Children	0.17	0.09	1.79	0.18	0.54	0.34
Couple Salary	-0.13	0.16	-0.83	0.61	1.09	0.56
R²		.08**				
-2log likelihood					46.33	
	Bootstrapping Effect		SE	95% CI (LL, UL)		
Direct effect	-1.70		4.64	-10.81, 7.41		
Indirect effect via Satisfaction with Family Relationships	-1.25		2.36	-5.45, 1.79		

^a N = 203; ** p<.01, * p<.05; Bootstrap sample size = 1,000.

TABLE 10

Analysis of Couple Work-Family Conflict Trajectory on Birth/Adoption^a

	Satisfaction with Family Relationships			Birth/Adoption		
	B	SE	t	B	SE	Z
Constant	10.67	1.29	8.27**	-9.81	9.82	-1.00
Satisfaction with Family Relationships				1.04	0.81	1.29
Couple Work-Family Conflict Trajectory (Time 1-3)	2.24	0.97	2.30*	0.60	5.80	0.10
Couple Work-Family Conflict (Time 3)	-0.26	0.09	-2.88**	0.29	0.52	0.56
Relationship Duration	-0.02	0.01	-1.65	-0.34	0.13	-2.54*
Married/Cohabiting	-0.41	0.38	-1.08	1.19	1.44	0.83
Number of Children	0.17	0.09	1.79	0.50	0.72	0.70
Couple Salary	-0.13	0.16	-0.83	-0.39	0.86	-0.46
R²		.08**				
-2log likelihood					35.41	
	Bootstrapping Effect			SE	95% CI (LL, UL)	
Direct effect	0.60			5.80	-10.76, 11.97	
Indirect effect via Satisfaction with Family Relationships	2.33			3.71	-1.87, 10.40	

^a N = 203; ** p<.01, * p<.05; Bootstrap sample size = 1,000.

FIGURE 1: CONCEPTUAL MODEL OF COUPLE-LEVEL WORK-FAMILY CONFLICT AND COUPLE ATTITUDINAL AND BEHAVIORAL OUTCOMES

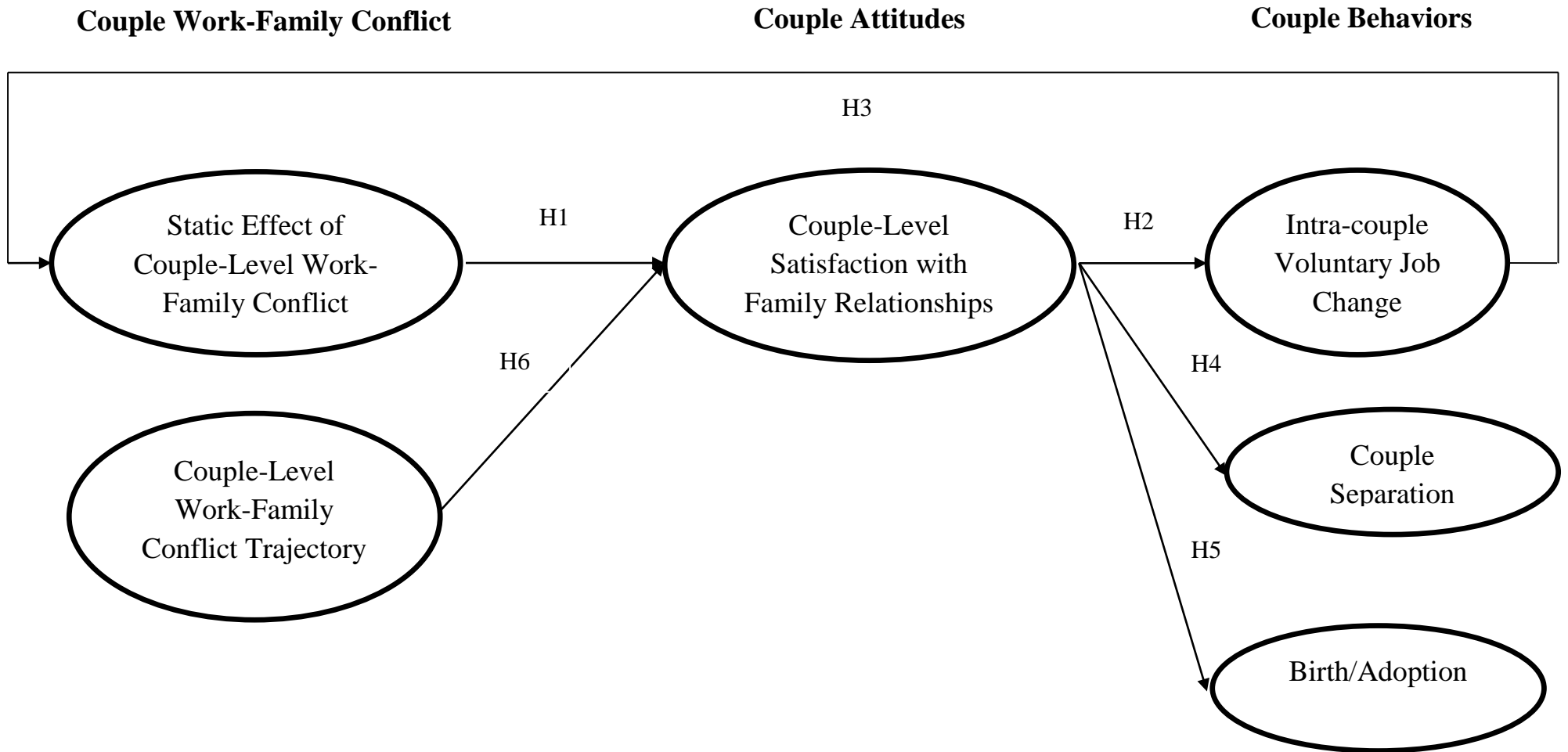
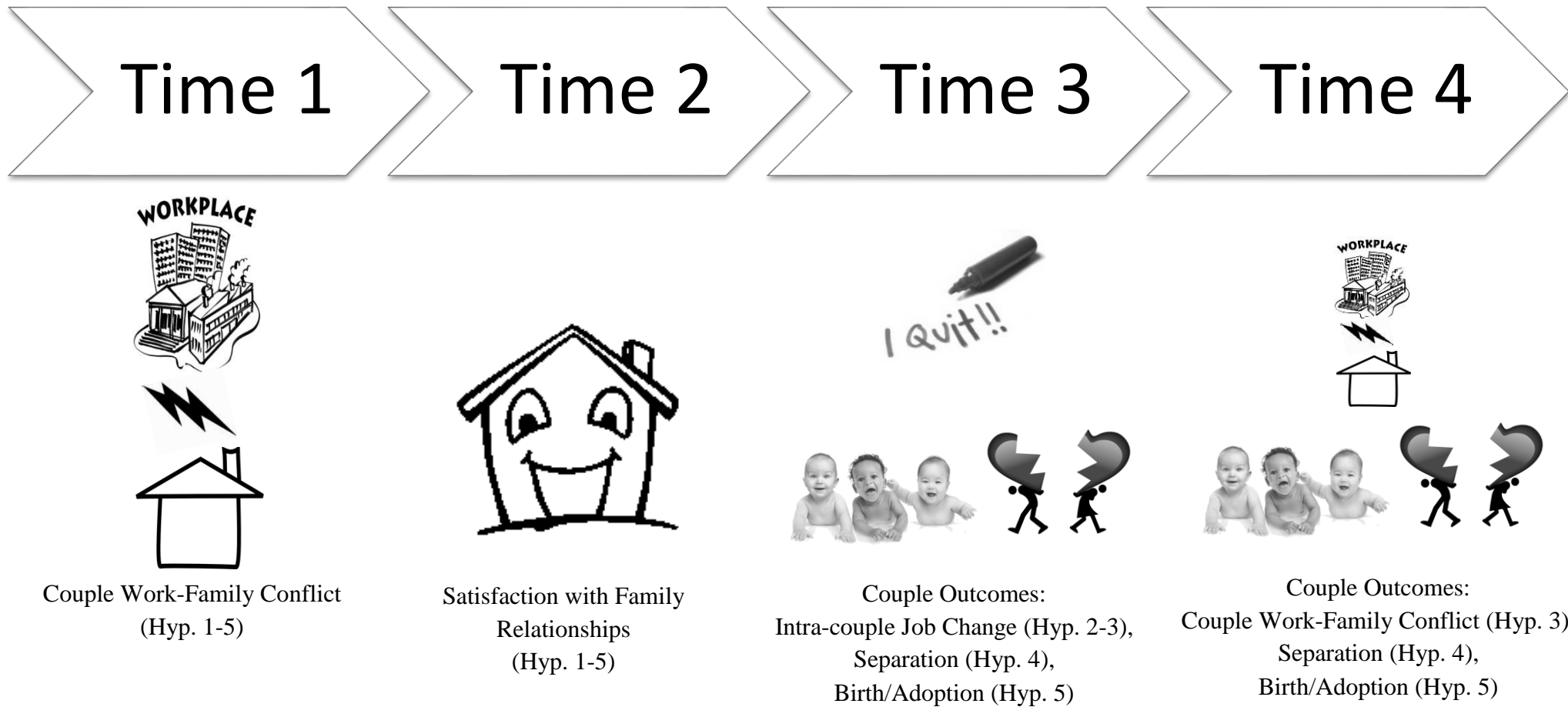
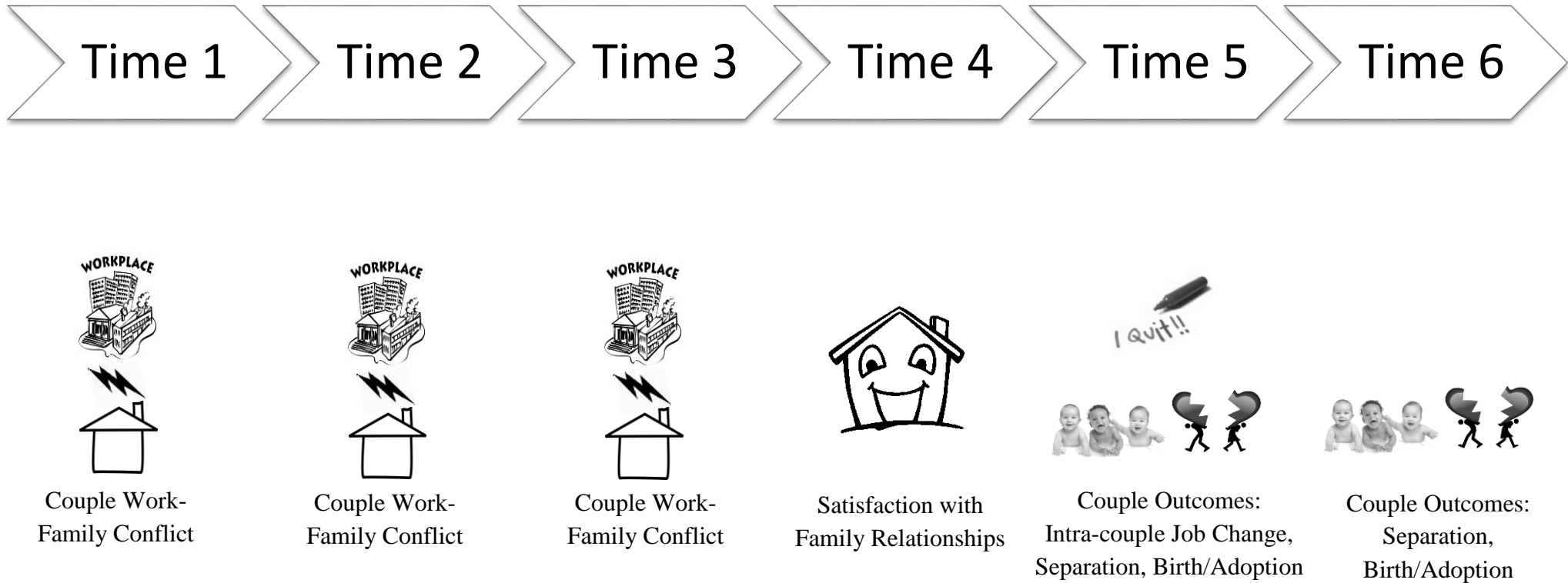


FIGURE 2: MEASUREMENT DESIGN FOR NON-TRAJECTORY ANALYSES (HYPOTHESES 1 – 5)



Note: All controls are measured at time 1; Analyzable sample – 568

FIGURE 3: MEASUREMENT DESIGN FOR TRAJECTORY ANALYSES (HYPOTHESIS 6)



Note: All controls are measured at time 1; Analyzable sample – 200

APPENDIX

Items for Key Measures

Work-Family Conflict Measure—asked separately to each couple member; measured by a 7-point Likert scale reflecting the degree to which the subject agrees (7 corresponds to strongly agree)

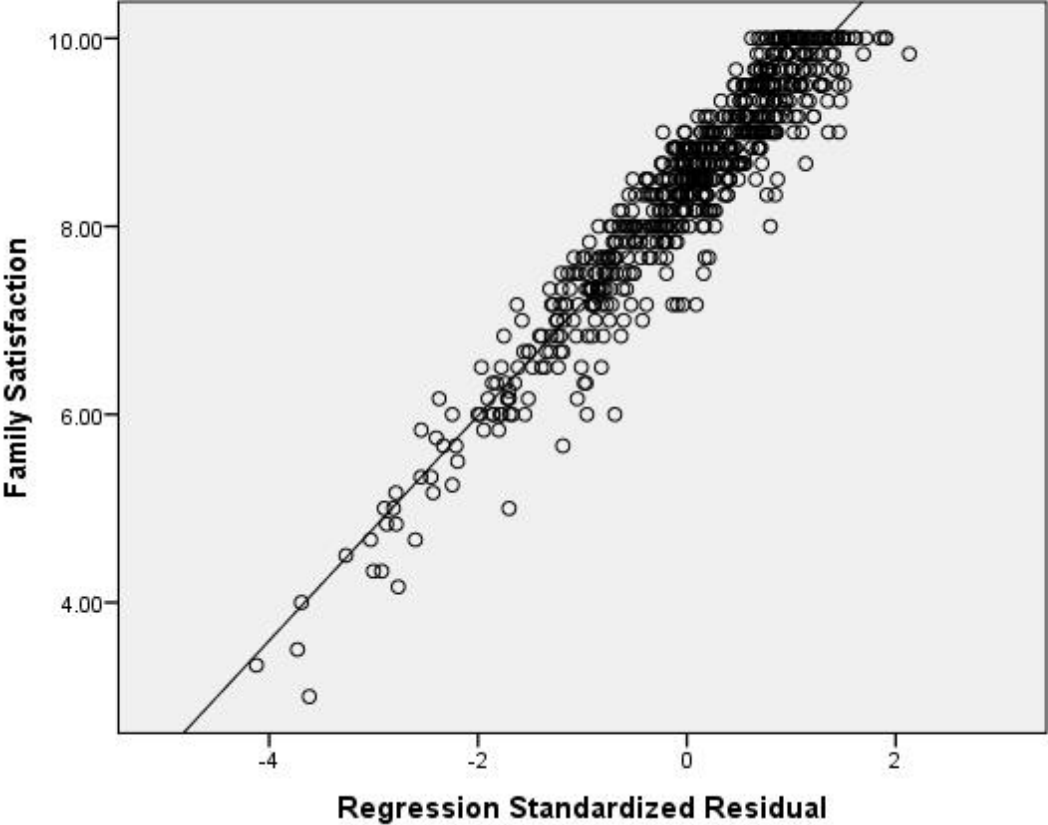
1. Because of the requirements of my job, my family time is less enjoyable and more pressured.²
2. Because of the requirements of my job, I miss out on home or family activities that I would prefer to participate in.
3. Working leaves me with too little time or energy to be the kind of parent I want to be.
4. Working causes me to miss out on some of the rewarding aspects of being a parent.

Satisfaction with Family Relationships— asked separately to each couple member; measured using a 10-point Likert scale reflecting the degree to which each couple member is satisfied (10 corresponds to completely satisfied)

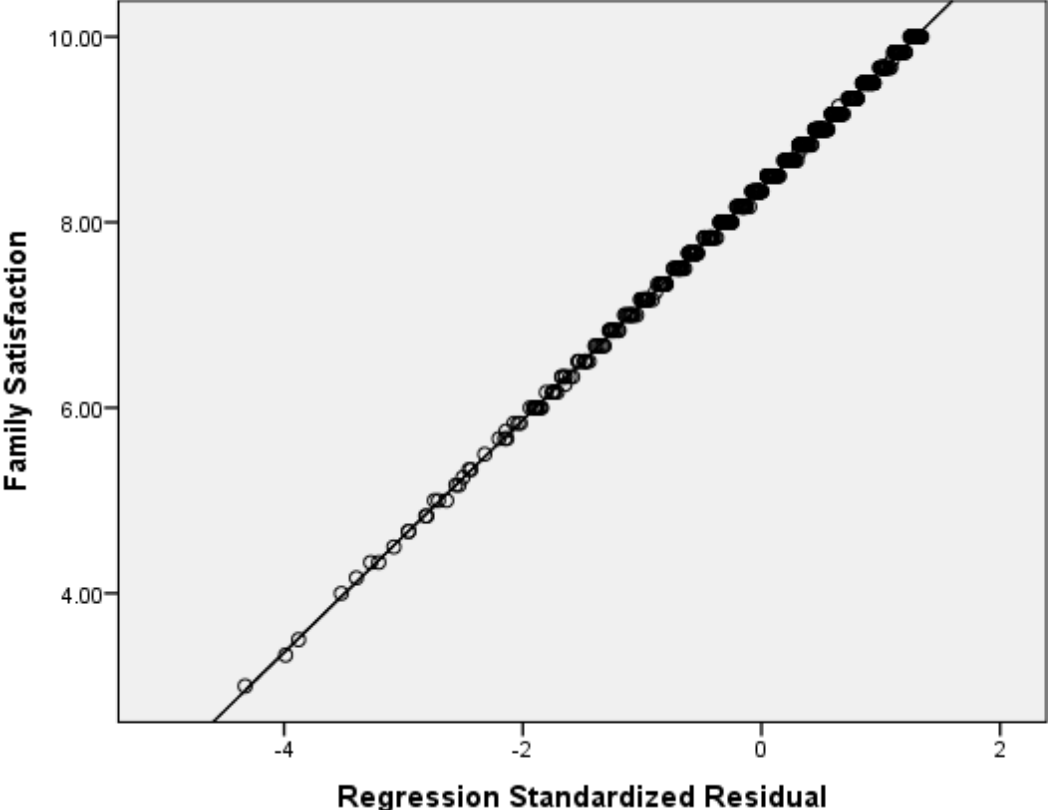
1. How satisfied are you with your relationship with your partner?
2. How satisfied are you with your relationship with your children?
3. How satisfied are you with your partner's relationship with your children?

² Note that as item 1 may overlap conceptually with satisfaction in the home, as a robustness check, I reran my analyses without this item being included in the work-family conflict measure. The results without item 1 replicated the original results in all material respects.

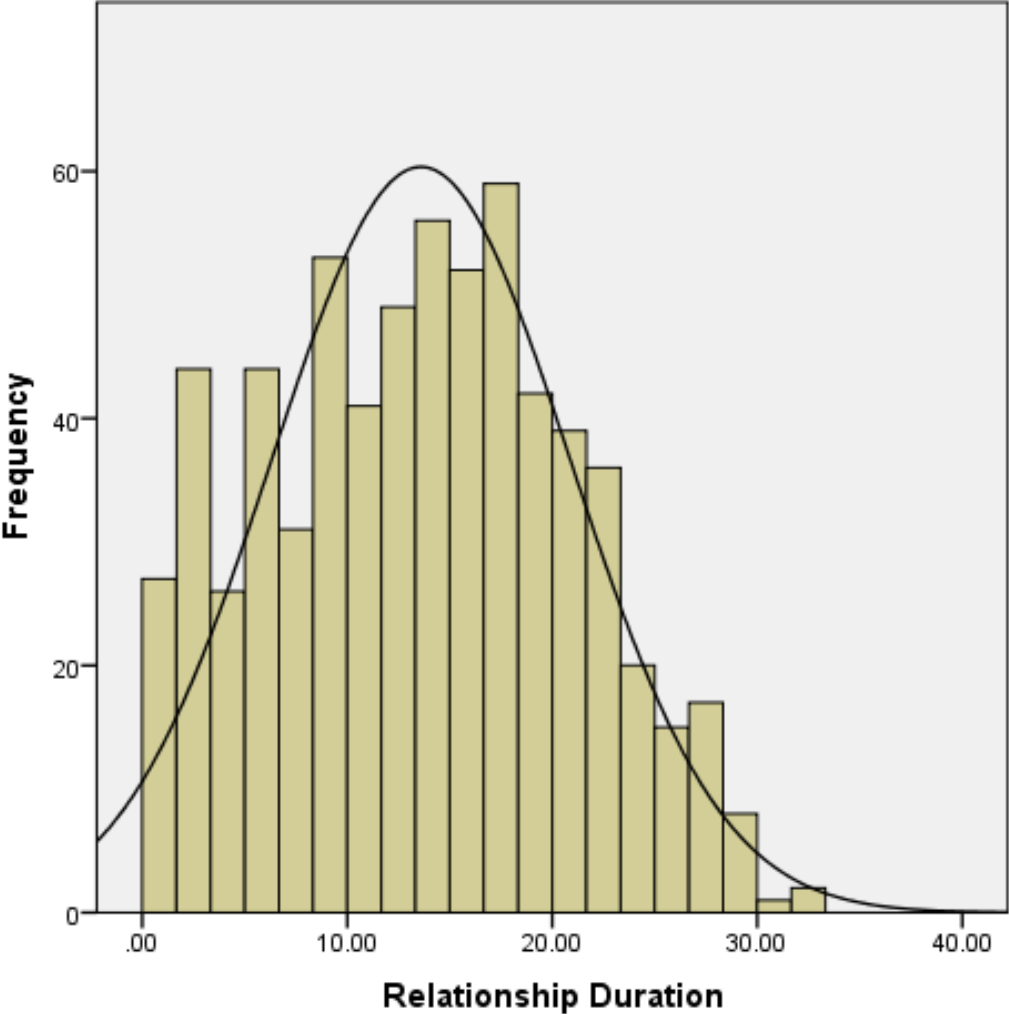
Residual Plot to Assess Homogeneity of Variance with All Predictors



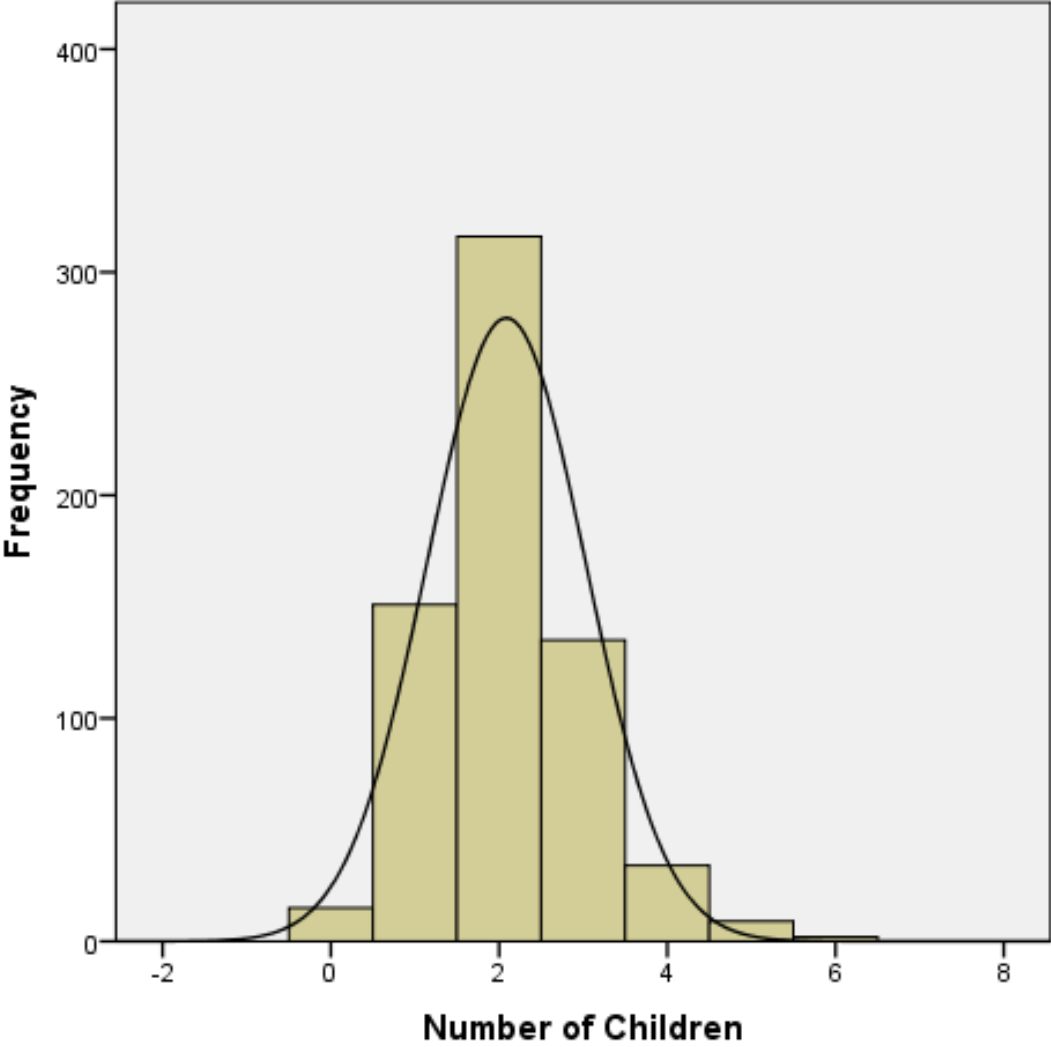
Residual Plot to Assess Homogeneity of Variance of Relationship Duration



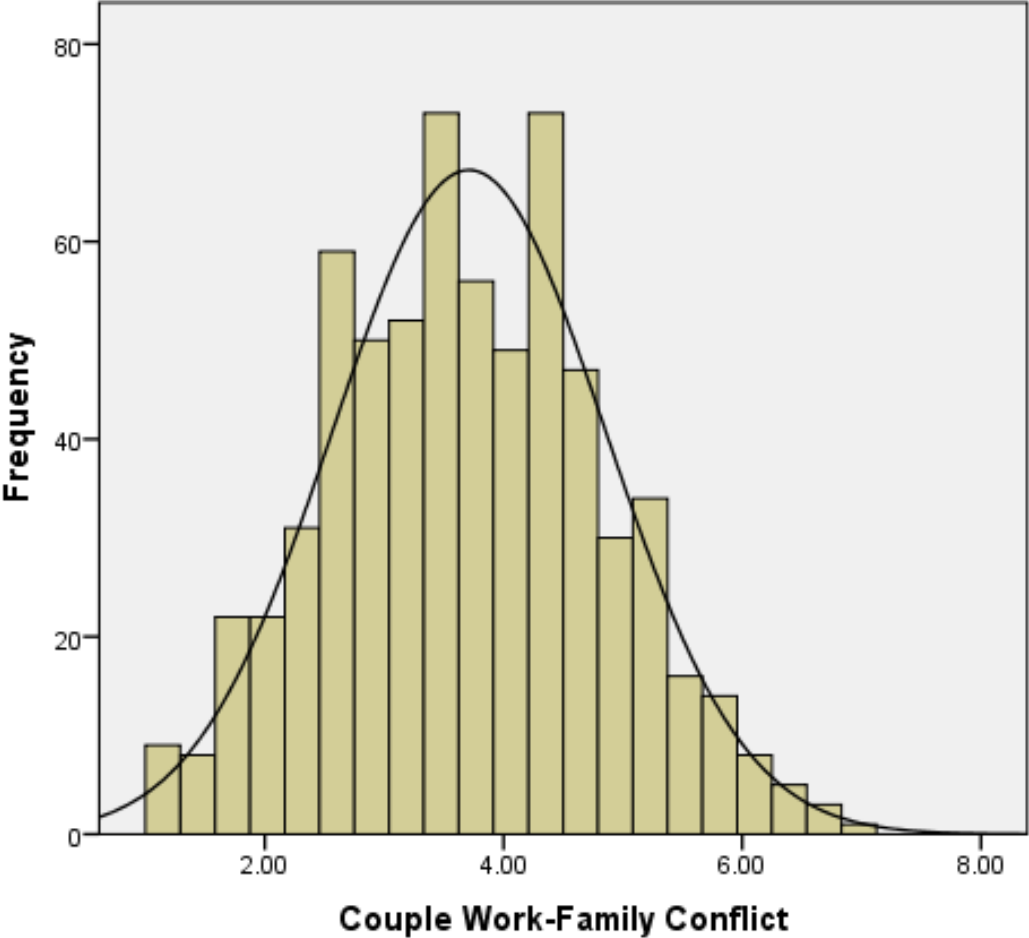
Histogram with Normal Distribution Curve for Couple Relationship Duration



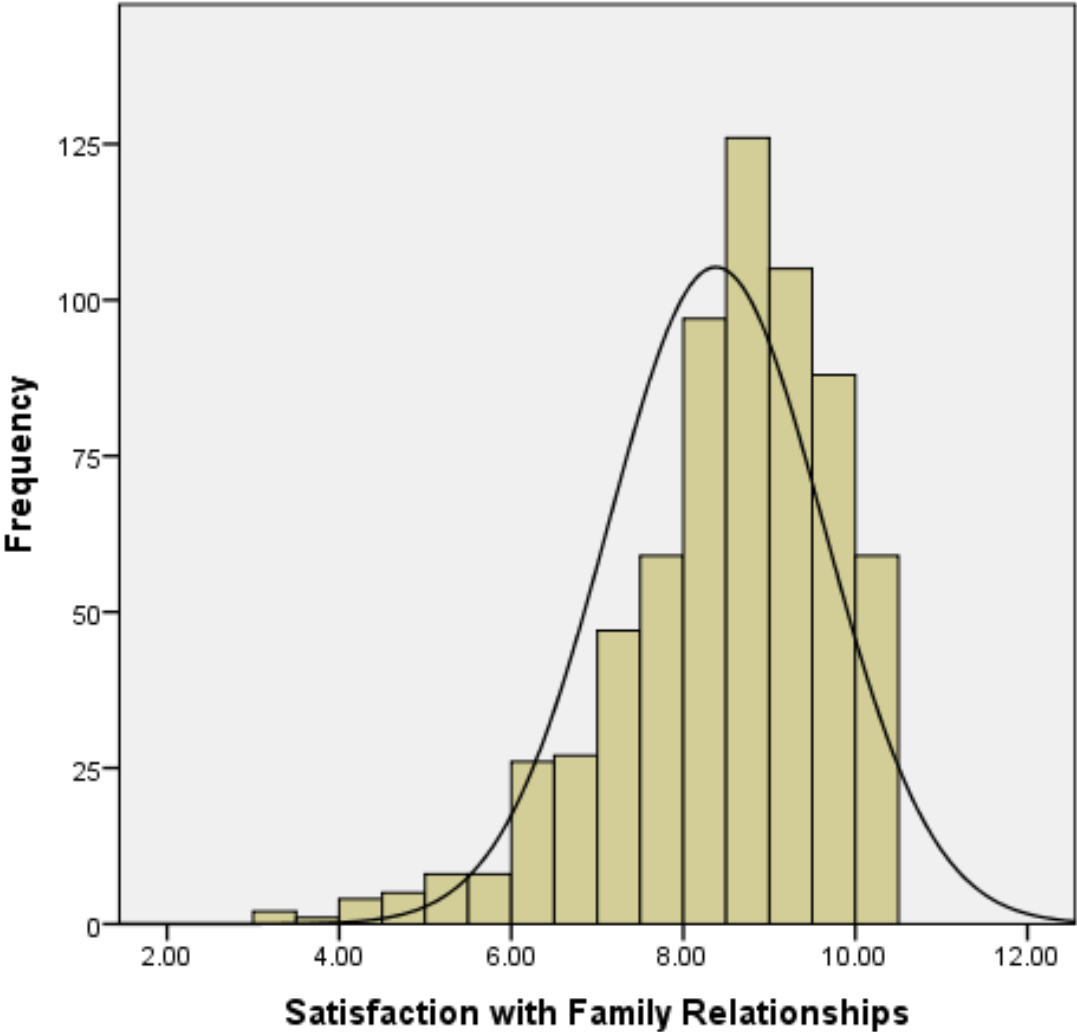
Histogram with Normal Distribution Curve for Number of Children



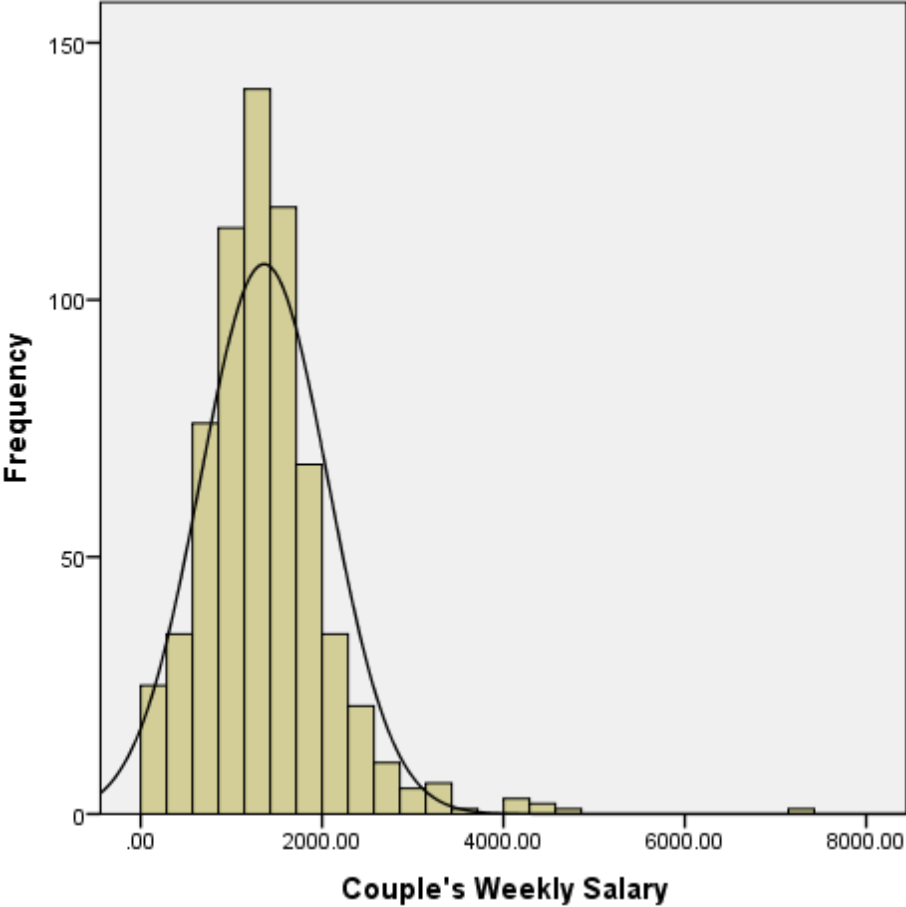
Histogram with Normal Distribution Curve for Couple Work-Family Conflict

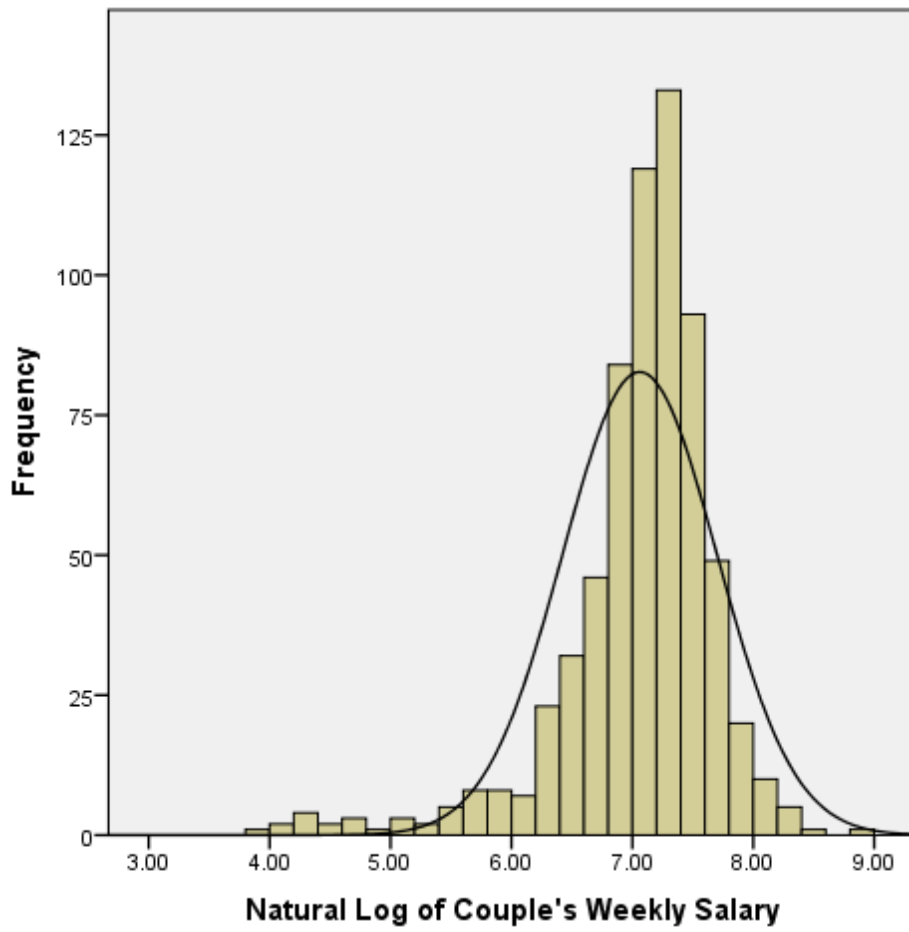


Histogram with Normal Distribution Curve for Couple Satisfaction with Family Relationships



Histograms with Normal Distribution Curves for Couple Salary





BIOGRAPHICAL SUMMARY

Tyler Clark Burch was born in Blackfoot, ID. In 2008, he earned a Bachelor of Science in accounting and a Master of Accountancy with an emphasis in Taxation from the Marriott School of Management at Brigham Young University. He worked as a business analyst at Sandia National Laboratories in Albuquerque, NM prior to starting his doctoral work in Business Administration – Management in the Foster School of Business at the University of Washington, Seattle. His current research interests include turnover and the work-family interface. After graduating with his Ph.D., he worked as an assistant professor of management at Idaho State University in Pocatello, ID.