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# ***Work Family/Work-Life Measures***



# Work Family/Work-Life Measures

TITLE OF MEASURE

WORK-HOME CONFLICT

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

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

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

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

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

**Translations & cultural adaptations available** None known

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

**Psychometric properties** STUDY SAMPLE

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

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## VALIDITY

### *Construct Validity*

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

## RELIABILITY

### *Internal Consistency*

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

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## **Comments**

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

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## **Contact information**

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# Work Family/Work-Life Measures

TITLE OF MEASURE

PARENTAL AFTER-SCHOOL STRESS (PASS)

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

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# Work Family/Work-Life Measures

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

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

## VALIDITY

### *Construct Validity*

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

## RELIABILITY

### *Internal Consistency*

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

## Comments

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

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PARENTAL AFTER-SCHOOL STRESS (PASS)

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

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

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

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

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# Work Family/Work-Life Measures

TITLE OF MEASURE

WORK SCHEDULE FIT

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

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

**Psychometric properties**

**STUDY SAMPLES**

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

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

**VALIDITY**

**Construct Validity**

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



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WORK SCHEDULE FIT

## RELIABILITY

### *Internal Consistency*

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

### *Test-Retest Reliability*

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

## Comments

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

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

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

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

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# Work Family/Work-Life Measures

TITLE OF MEASURE

*INFORMAL WORK ACCOMMODATIONS TO FAMILY (IWAF)*

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**Source/Primary reference**

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

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**Construct measured**

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

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**Brief description**

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

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

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**Sample items**

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

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

Working adults

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**Translations & cultural  
adaptations available**

None known

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**How developed**

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

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# Work Family/Work-Life Measures

TITLE OF MEASURE

INFORMAL WORK ACCOMMODATIONS TO FAMILY (IWAF)

## Psychometric properties

### STUDY SAMPLE

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

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

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

### VALIDITY

#### *Content Validity*

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

# Work Family/Work-Life Measures

TITLE OF MEASURE

## INFORMAL WORK ACCOMMODATIONS TO FAMILY (IWAF)

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

### *Concurrent Validity*

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

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

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

### RELIABILITY

#### *Internal Consistency*

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

#### Comments

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

# Work Family/Work-Life Measures

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INFORMAL WORK ACCOMMODATIONS TO FAMILY (IWAF)

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IWAF scale items. Identification of an underlying factor structure could allow examination of linkages between particular IWAF factors and other relevant constructs.

- Sample 1 was drawn from a single organization which may have unique characteristics. Additional research is necessary to determine the external validity of the study findings across different populations and settings. For example, workers in blue-collar or high-customer-contact occupations may not have the option to use IWAF behaviors or may use them very differently.
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## Bibliography (studies that have used the measure)

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### Contact Information

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# Work Family/Work-Life Measures

TITLE OF MEASURE

*JOB-FAMILY ROLE STRAIN SCALE*

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**Source/Primary reference** Bohen, H., & Viveros-Long, A. (1981). *Balancing job and family life: Do flexible work schedules help?* Philadelphia: Temple University Press.

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**Construct measured** Perceptions of stress related to internalized values and emotions (worry, guilt, pressure, contentment, fulfillment, balance) in regard to job and family obligations

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**Brief description** The instrument includes 19 questions rated on a 5-point scale ranging from 1 = always to 5 = never.

Items covered 5 dimensions (based on the work of Komarovsky, 1977):

1. Ambiguity about norms (3 items)
2. Socially structured insufficiency of resources for role fulfillment (3 items)
3. Low rewards for role conformity (3 items)
4. Conflict about normative phenomena (4 items)
5. Overload of role obligations (6 items)

The scale is divided into two parts. The “Adult” part can be answered by participants with or without children. In the second part, “Parent,” the items are relevant only for people with children.

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**Sample items**

- I worry that other people at work think my family interferes with my job.
- I worry about how my kids are when I am working.
- I feel more respected than I would if I didn’t have a job.
- My work keeps me away from my family too much.
- I feel I have more to do than I can handle comfortably.

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**Appropriate for whom (i.e. which population/s)** Employed persons with or without children

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**Translations & cultural adaptations available** None known

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# Work Family/Work-Life Measures

TITLE OF MEASURE

JOB-FAMILY ROLE STRAIN SCALE

## How developed

The development strategy for the Family Management Scale and the Role Strain Scale were coordinated. To develop the items for the scale, the authors followed three methods. First, they reviewed statements of family members who participated in five studies. Their statements were coded for areas of strain in performing family and work roles.

As a second strategy, individual and group conversations were held with 10 families. Parents were asked to report on the strains they experience when trying to be both good workers and good parents. Children described the types of strains faced by their parents.

In a third step, the statements developed from the prior two strategies were shown in written form to two groups of federal employees in two different agencies. They discussed whether each statement reflected their feelings and experience.

## Psychometric properties

### STUDY SAMPLE

<i>Participants</i>	<i>Demographics</i>	
<i>Sample Size</i>	N = 706	
<i>Description</i>	Women and men employed by one of two agencies of the U.S. federal government, working either standard time or "flexitime"	
<i>Gender</i> <sup>†</sup>	Standard Time	Flexitime
<i>Female</i>	49%	45%
<i>Male</i>	51%	55%
<i>Race/Ethnicity</i>	Standard Time	Flexitime
<i>White</i>	67%	70%
<i>Minorities</i>	33%	30%

<sup>†</sup>Gender and race/ethnicity are reported for the target sample, rather than the final study sample.

### VALIDITY

#### *Content Validity*

To establish the initial content validity, six judges reviewed the items. They rated them according to the degree the items tapped the content designated for the scale. Items that were approved in this process were included in the scale.

#### *Construct Validity*

To establish the construct validity of the scale, a factor analysis was performed, using a principal components analysis with varimax rotation.

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## JOB-FAMILY ROLE STRAIN SCALE

The scale was considered in three parts, one for all adults, one for parents only, and a total scale combining the first two. The analyses showed that the items did not factor perfectly, but the three versions do have factorial clusters that coincide with five of the six of Komarovsky's (1977) modes that served as a theoretical basis for the scale.

### Concurrent Validity

Respondents' scores on the scale were correlated with their score on a set of criterion variables. Positive correlations were found between the degree of role strain and the time spent working and commuting, the time spent at the job and in family work, as well as the perception of family-work interference.

<i>Criterion Variable</i>	<i>Adult Scale</i>		<i>Total Scale</i>	
	<i>n =</i>	<i>r =</i>	<i>n =</i>	<i>r =</i>
<i># of hours worked</i>	567	.08*	273	.07
<i># of hours working and commuting</i>	550	.16***	268	.11*
<i># of hours at job and in family work</i>	243	.24***	242	.18**
<i>Spouse works</i>	838	.09*	221	.17**
<i>Perception of family work interference</i>	549	.49***	271	.52***
<i>Age of youngest child</i>	540	-.05	271	-.09
<i>Family life-cycle stage</i>	574	.10**	273	-.09
<i>Outside help</i>	430	-.06	267	-.03

\* $p < .05$ ; \*\* $p < .01$ ; \*\*\* $p < .001$

### RELIABILITY

#### Internal Consistency

Pretest (n = 50):

<i>Scale</i>	$\alpha =$
<i>Job-Family Role Strain</i>	.71

Posttest:

<i>Sample</i>	<i>Adult Scale</i>		<i>Total Scale</i>	
	<i>n =</i>	$\alpha =$	<i>n =</i>	$\alpha =$
<i>Female</i>	170	.67	66	.55
<i>Male</i>	263	.64	113	.53
<i>Total</i>	481	.72	212	.60



# Work Family/Work-Life Measures

*TITLE OF MEASURE*

*JOB-FAMILY ROLE STRAIN SCALE*

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## **Comments**

- The measure is not directly about workplace issues. However, it is relevant to the broader topic of work-life integration, and as such can provide useful information.
  - Assesses multiple aspects of role strain including ambiguity re: organizational norms, fit between personal values and role expectations, and role overload.
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## **Bibliography (studies that have used the measure)**

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# Work Family/Work-Life Measures

*TITLE OF MEASURE*

*FAMILY MANAGEMENT SCALE*

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**Source/Primary reference**

Bohen, H., & Viveros-Long, A. (1981). *Balancing job and family life: Do flexible work schedules help?* Philadelphia: Temple University Press.

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**Construct measured**

Feelings about the logistics of family life

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**Brief description**

The scale is concerned with the routine and special activities that employed persons must manage outside their hours of work. The scale includes a list of 21 activities that are rated on a 5-point scale based on how difficult the respondent feels it is to manage each type of family responsibility. A higher score indicates more difficulties. It has some questions for all adults and some for parents only.

It includes items regarding:

- health
  - education/child care
  - retail services
  - commuting
  - family interaction
  - community interaction
  - general overlapping items
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**Sample items**

How difficult is it:

- To go to health care appointments
  - To go to school events for your children
  - To go shopping
  - To avoid rush hour
  - To visit or help neighbors or friends
  - To adjust your work hours to the needs of the other family members.
  - To go to work later than usual if you need to
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**Appropriate for whom  
(i.e. which population/s)**

Employed persons with or without children

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**Translations & cultural  
adaptations available**

None known

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# Work Family/Work-Life Measures

TITLE OF MEASURE

FAMILY MANAGEMENT SCALE

## How developed

The development strategy for the Family Management Scale and the Role Strain Scale were coordinated. To develop the items for the scale, the authors followed three methods. First, they reviewed statements of family members who participated in five studies. Their statements were coded for areas of strain in performing family and work roles.

As a second strategy, individual and group conversations were held with 10 families. Parents were asked to report on the strains they experience when trying to be both good workers and good parents. Children described the types of strains faced by their parents.

In a third step, the statements developed from the prior two strategies were shown in written form to two groups of federal employees in two different agencies. They discussed whether each statement reflected their feelings and experience.

## Psychometric properties

### STUDY SAMPLE

<i>Participants</i>		<i>Demographics</i>	
<i>Sample Size</i>		<i>N = 706</i>	
<i>Description</i>		<i>Women and men employed by one of two agencies of the U.S. federal government, working either standard time or "flexitime"</i>	
<i>Gender</i> <sup>†</sup>		<i>Standard Time</i>	<i>Flexitime</i>
	<i>Female</i>	49%	45%
	<i>Male</i>	51%	55%
<i>Race/Ethnicity</i> <sup>†</sup>		<i>Standard Time</i>	<i>Flexitime</i>
	<i>White</i>	67%	70%
	<i>Minorities</i>	33%	30%

<sup>†</sup>Gender and race/ethnicity are reported for the target sample, rather than the final study sample.

### VALIDITY

#### *Content Validity*

To establish the initial content validity, six judges reviewed the items. They rated them according to the degree the items tapped the content designated for the scale. Items that were approved in this process were included in the scale.

### **Construct Validity**

To establish the construct validity of the scale, a factor analysis was performed, using a principal components analysis with varimax rotation. The scale was considered in three parts, one for all adults, one for parents only, and a total scale combining the first two. As anticipated, the items for the adult scale factored into 3 clusters and the items for the parent scale factored into 1 cluster. Items for the total scale did not cluster into 4 factors as expected, rather 5 factors emerged. However, the items still clustered in generally expected categories, with child care activities accounting for the greatest variance.

Respondents' scores on the scale were correlated with their scores on a set of criterion variables. Positive correlations were found between the family management scale and the hours worked, the time spent working and commuting, perception of family-work interference, as well as the number of children under 18 years living at home.

<i>Criterion Variable</i>	<i>Adult Scale</i>		<i>Total Scale</i>	
	<i>N =</i>	<i>r =</i>	<i>N =</i>	<i>r =</i>
<i># of hours worked</i>	544	.18***	222	.18**
<i># of hours working and commuting</i>	527	.24***	219	.23***
<i># of hours at job and in family work</i>	228	.01	195	-.08
<i>Spouse works</i>	352	.02	173	-.09
<i>Perception of family-work interference</i>	528	.41***	220	.42***
<i># of children under 18 years living at home</i>	542	.15***	219	.28***
<i>Family life-cycle stage</i>	553	.10*	222	.14*
<i>Outside help</i>	397	-.01	217	.83

\* $p < .05$ ; \*\* $p < .01$ ; \*\*\* $p < .001$

### **RELIABILITY**

#### **Internal Consistency**

Pretest (N = 50):

<i>Scale</i>	<i>α =</i>
<i>Family Management</i>	.93

Posttest:

<i>Sample</i>	<i>Adult Scale</i>		<i>Total Scale</i>	
	<i>N =</i>	<i>α =</i>	<i>N =</i>	<i>α =</i>
<i>Female</i>	208	.88	40	.92
<i>Male</i>	239	.89	52	.91
<i>Total</i>	449	.89	92	.92

# Work Family/Work-Life Measures

TITLE OF MEASURE

FAMILY MANAGEMENT SCALE

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## Test-retest Reliability

<i>Scale</i>	<i>Reliability Estimate</i>
<i>Family Management</i>	.93

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## Comments

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## Bibliography (studies that have used the measure)

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# Work Family/Work-Life Measures

TITLE OF MEASURE

***SPILOVER BETWEEN HOME AND JOB RESPONSIBILITIES***

<b>Source/Primary reference</b>	Cedillo-Becerril, L. (1999). <i>Psychosocial risk factors among women workers in the maquiladora industry in Mexico</i> . Doctoral dissertation, Dept. of Work Environment, University of Massachusetts Lowell.
<b>Construct measured</b>	Lack of balance between job and family responsibilities
<b>Brief description</b>	The approach is a 2-item measure of work-family and family-work interference in Spanish, developed for research in Mexico.
<b>Sample items</b>	<ul style="list-style-type: none"> <li>▪ El tiempo que dedica a su trabajo asalariado ¿le impide cumplir totalmente con sus obligaciones domésticas? (Time required by your job duties does not allow you to accomplish home responsibilities.)</li> <li>▪ El tiempo que necesita para cumplir totalmente con sus obligaciones domésticas ¿le impide cumplir totalmente con su trabajo asalariado? (Time required by your home duties does not allow you to accomplish job responsibilities.)</li> </ul>
<b>Appropriate for whom (i.e. which population/s)</b>	Working populations
<b>Translations &amp; cultural adaptations available</b>	Spanish (original); available in English Mexican culture (original); not tested in another culture
<b>How developed</b>	The two general questions were written by the researcher after individual and group interviews with women workers pointed out some worries about balancing job and family responsibilities.

**Psychometric properties**

**STUDY SAMPLE**

Questions were designed and applied as a part of a questionnaire answered by 370 Mexican women workers.

<i>Participants</i>	<i>Demographics</i>
<i>Sample Size</i>	<i>n = 370</i>
<i>Description</i>	Mexican women workers

# Work Family/Work-Life Measures

TITLE OF MEASURE

*SPILLOVER BETWEEN HOME AND JOB RESPONSIBILITIES*

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## VALIDITY

### *Construct Validity*

Factor analyses were conducted on 16 items, resulting in only 1 factor with two items: loading of .84; communality of 0.72. The authors actually developed 5 different scales, but only the one shown to have the highest predictive validity is reported here. However, two of the other scales related to conflicting relationships had somewhat high predictive validity as well.

## RELIABILITY

### *Internal Consistency*

<i>Scale</i>	<i>Cronbach's <math>\alpha</math> =</i>
<i>Spillover Between Home and Job Responsibilities</i>	.67

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### **Comments**

- The scale was associated with three psychological strain indicators: OR = 1.56, 1.58, and 2.33 for depression, anger and exhaustion (controlling for 4 non-work stressors in multivariable logistic regression models).
  - The scale showed good psychometric and predictive properties. However, the authors opined that additional items should be developed to strengthen it, since it was originally intended to include 5 items.
- 

### **Bibliography (studies that have used the measure)**

There are two ongoing studies that are using the scale reported here:

Scarone, M. *Trabajo y tensión psicológica: factores psicosociales de riesgo para la salud de las trabajadoras del servicio telefónico. Estudio de la interacción cliente trabajadora*. Tesis de Maestría en Ciencias Sociales, area de Relaciones Industriales. El Colegio de Sonora, Mexico.

Torres A. L. *Evaluación macro-ergonómica y estrés durante el embarazo en mujeres derechohabientes del Instituto Mexicano del Seguro Social*.

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No cost

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# Work Family/Work-Life Measures

TITLE OF MEASURE

WORK-FAMILY POLICIES-PERCEIVED MANAGEMENT SUPPORT AND USABILITY

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**Source/Primary reference** Eaton, S. C. (1999). Gender and the structure of work in biotechnology. *The Annals of the New York Academy of Science*, 865, 175-188.

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**Construct measured** The extent to which the organization supports employee efforts to balance work and family

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**Brief description** One section includes 7 items about perceptions of organizational policies and expectations about work-life issues. Each item is rated on a 5-point scale from “not at all” to “a great deal.”

A separate scale covers the formal and informal availability and the usability of 10 company policies and programs that assist in balancing work and family.

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**Sample items** Section 1:

- Do your managers have a good understanding of people’s work and family needs?
- Does your company expect employees to keep family matters out of the workplace?
- Are you expected to work long hours on short notice?
- Do you need to negotiate individually with your supervisor when you have a personal life concern that might conflict with your work?
- Do you worry that requesting time off for personal reasons will hurt your career?

Section 2: Scales of Formal W/F Practices, Informal W/F Practices, and Perceived Usability (alternately called “PERC” and “USABLE”)

For each flexibility policy or benefit listed below, please indicate:

- Whether it is formally available?
- Whether it is informally available?
- Whether, if it is available, you feel free to use it?

Ten policies are then listed, including flextime, job sharing, and use of sick days to care for children.

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



# Work Family/Work-Life Measures

TITLE OF MEASURE

WORK-FAMILY POLICIES-PERCEIVED MANAGEMENT SUPPORT AND USABILITY

**Translations & cultural adaptations available**

None known

**How developed**

Based on interviews with human resource personnel and others, the primary author identified seven practices that could potentially affect work-life balance that are related to organizational flexibility. These became the basis for the survey items in Section 1.

**Psychometric properties**

**STUDY SAMPLE**

Interviews and surveys were conducted with employees ( $n = 461$ ) in seven biopharmaceutical firms in one state, ranging from quite large (over 1,000 employees) to small (fewer than 100). Most participants were well-educated (college or graduate degree) and held professional or managerial positions with mean household incomes around \$70,000.

	<b>Women</b>		<b>Men</b>	
	<i>n = 253 (56%)</i>		<i>n = 200 (44%)</i>	
	<i>Median</i>	<i>Range</i>	<i>Median</i>	<i>Range</i>
<i>Age</i>	35.6	22-59	37.7	19-68
<i>Years of Service</i>	4.6	0-14	4.8	0-16
	<i>n</i>	(%)	<i>n</i>	(%)
<i>Employed Full-Time</i>	235	94%	197	100%
<i>Married or partnered</i>	176	64%	151	78%
<i>One or more children</i>	110	40%	109	56%

The ethnic/racial make-up of the sample was not reported.

**VALIDITY**

***Content Validity***

Open-ended interview questions and data from in-depth company case studies (observations, group discussions, focused interviews) (Eaton & Bailyn, 1999) were used to explore these issues in depth and to generate survey questions.

The means and standard deviations were higher for informal than for formal policies. The author interpreted these findings as evidence of face validity, in that flexibility is likely to be available either through formal

# Work Family/Work-Life Measures

TITLE OF MEASURE

WORK-FAMILY POLICIES-PERCEIVED MANAGEMENT SUPPORT AND USABILITY

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company policies or through informal work group arrangements and the variability in such arrangements within a company or industry should therefore be higher.

## **Construct Validity**

Scores on the USABLE index were higher for managers, which would be consistent with a higher degree of job control.

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## **Comments**

- Goes beyond theoretical availability to address a specific feature of the work environment, namely whether policies are really experienced as accessible to employees
  - In cross-sectional data, the USABLE index was positively associated with organizational commitment; consistent with expectations, this association was weaker among employees who experienced a higher degree of control over their work pace and scheduling.
  - More psychometric assessment is needed in general.
  - In particular, since the ethnic/racial make-up of the sample was not reported, it would be useful to assess the scale's validity and reliability for multiple ethnic/racial groups.
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## **Bibliography (studies that have used the measure)**

Eaton, S. C. (1998). Gender and work in biotech firms. *Radcliffe Quarterly*, 84(2), 25.

Eaton, S. C. (1999). Work and family practices in biotech firms. In P. Voos, (Ed). *Proceedings of the Industrial Relations Research Association Annual Meeting*, New York, 1, 8-14.

Eaton, S. (2003). If you can use them: Flexibility, policies, organizational commitment and perceived performance. *Industrial Relations*, 145-167.

Eaton, S. C. & Bailyn, L. (1999). Emergent career paths in changing organizations: Work and life strategies of professionals in biotechnology firms. *Annals of the American Academy of Political and Social Science*, 562, 159-173.

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# Work Family/Work-Life Measures

TITLE OF MEASURE

EMPLOYER SUPPORT FOR FAMILY

**Source/Primary reference** Friedman, S. & Greenhaus, J. (2000). *Work and family: Allies or enemies*. New York, NY. Oxford University Press.

**Construct measured** Organizational support for work and family balance

**Brief description** The instrument includes 5 items about respondents' perceptions of the support employees in general receive for balancing work and family responsibilities. Each item is rated on a 5-point scale from strongly disagree to strongly agree.

- Sample items**
- The level of commitment expected by my organization requires that employees choose between advancing their careers and devoting time to their families. (reverse score)
  - My organization is understanding when employees have a hard time juggling work and family responsibilities.
  - Career advancement is jeopardized if employees do not accept assignments because of their family responsibilities. (reverse score)
  - My organization has a satisfactory family leave policy.
  - My organization allows for flexibility in work scheduling.

**Appropriate for whom (i.e. which population/s)** Employed persons, with or without children

**Translations & cultural adaptations available** None known

**How developed** Items were developed by authors based on a review of relevant literature.

**Psychometric properties**

STUDY SAMPLE

<i>Participants</i>		<i>Demographics</i>
<i>Sample Size</i>		n = 861
<i>Description</i>		Employed alumni from two business schools
<i>Age</i>	<i>Mean</i>	38.4
<i>Gender</i>	<i>Female</i>	33.8%
	<i>Male</i>	66.2%
<i>Race/Ethnicity</i>	<i>Caucasian</i>	92.6%
<i>Marital Status</i>	<i>Married</i>	75.6%
	<i>Not Married</i>	24.4%
<i>Have Children</i>		57.5%

**RELIABILITY**

***Internal Consistency***

<b><i>Scale</i></b>	<b><math>\alpha =</math></b>
<b><i>Employer Support for Family</i></b>	<b>.78</b>

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**Comments**

- Looks at perceptions of organizational support and values (i.e., adds an assessment of the organizational context that complements many of the other work-life measures that tap individuals' overload, stress, and/or role conflict).
  - The scale was developed with a primarily white sample. It would be useful to assess its validity and reliability for multiple ethnic/racial groups.
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**Bibliography (studies that have used the measure)**

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# Work Family/Work-Life Measures

TITLE OF MEASURE

WORK-FAMILY INTERFERENCE AND TRADEOFFS

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<b>Source/Primary reference</b>	Friedman, S. & Greenhaus, J. (2000). <i>Work and family: Allies or enemies</i> . New York, NY. Oxford University Press.
<b>Construct measured</b>	The perception that the demands of the work role and the demands of the family role interfere with one another.
<b>Brief description</b>	<p>The instrument includes 11 items organized into 3 subscales (all rated on a 5-point scale from strongly disagree to strongly agree):</p> <ol style="list-style-type: none"><li>1. Behavioral Work Interference with Family – 2 items</li><li>2. Work Interference with Family - 4 items</li><li>3. Family Interference with Work - 5 items</li></ol> <p>Two additional items ask respondents about pressures to decide between career and family (the first of which was reverse scored).</p>
<b>Sample items</b>	<p>Behavioral Work Interference with Family</p> <ul style="list-style-type: none"><li>▪ My partner complains that I treat family members as if they are work associates or subordinates.</li><li>▪ I find it difficult making the transition from my job to home life.</li></ul> <p>Work Interference with Family</p> <ul style="list-style-type: none"><li>▪ When I spend time with my family I am bothered by all the things on the job that I should be doing.</li><li>▪ Because of my job responsibilities, the time I spend with my family is less enjoyable and more pressured.</li><li>▪ Because of my job responsibilities I have to miss out on home or family activities in which I should participate.</li><li>▪ Pursuing a demanding career makes it difficult for me to be an attentive spouse/partner.</li></ul> <p>Family Interference with Work</p> <ul style="list-style-type: none"><li>▪ When I spend time on my job, I am bothered by all the things I should be doing with my family.</li><li>▪ The demands of family life interfere with achieving success in my career.</li><li>▪ Being a parent limits my career success.</li></ul>

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# Work Family/Work-Life Measures

TITLE OF MEASURE

WORK-FAMILY INTERFERENCE AND TRADEOFFS

- Because of my family responsibilities, I have to turn down job activities or opportunities that I should take on.
- Because of my family responsibilities, the time that I spend on my job is less enjoyable and more pressured.

Tradeoffs

- I can “have it all” (a rewarding career, satisfying family relationships and a fulfilling personal life).
- The conflicting demands of career and family require that I decide which is more important.

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

Employed persons, with or without children

Translations & cultural  
adaptations available

None known

How developed

Items were developed by authors based on a review of relevant literature.

Psychometric properties

STUDY SAMPLE

<i>Participants</i>		<i>Demographics</i>
<i>Sample Size</i>		n = 861
<i>Description</i>		Employed alumni from two business schools
<i>Age</i>	<i>Mean</i>	38.4
<i>Gender</i>	<i>Female</i>	33.8%
	<i>Male</i>	66.2%
<i>Race/Ethnicity</i>	<i>Caucasian</i>	92.6%
<i>Marital Status</i>	<i>Married</i>	75.6%
	<i>Not Married</i>	24.4%
<i>Have Children</i>		57.5%

RELIABILITY

*Internal Consistency*

<i>Subscale</i>	<i>α =</i>
<i>Behavioral Work Interference with Family</i>	.68
<i>Work Interference with Family</i>	.73
<i>Family Interference with Work</i>	.78
<i>Tradeoffs</i>	.58

# Work Family/Work-Life Measures

*TITLE OF MEASURE*

*WORK-FAMILY INTERFERENCE AND TRADEOFFS*

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## **Comments**

The scale was developed with a primarily white sample. It would be useful to assess its validity and reliability for multiple ethnic/racial groups.

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## **Bibliography (studies that have used the measure)**

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# Work Family/Work-Life Measures

*TITLE OF MEASURE*

*ADJUSTMENT OF WORK SCHEDULE*

**Source/Primary reference** Friedman, S. & Greenhaus, J. (2000). *Work and family: Allies or enemies*. New York, NY. Oxford University Press.

**Construct measured** Adjustment of work schedule for family and personal reasons

**Brief description** The instrument includes 4 items about respondents' perceptions of the frequency with which the respondent has adjusted or limited his or her work schedule to meet family or personal needs over the last two years. Each item is rated on a 5-point scale from never to frequently.

**Sample items** Within the last two years, how often have you:

- Adjusted your hours of arrival and departure from work to suit your personal and family activities.
- Structured your hours at work in order to be home at certain specific times.
- Limited the time you devoted to work during weekends.
- Limited the time you devoted to work-related travel.

**Appropriate for whom (i.e. which population/s)** Employed persons, with or without children

**Translations & cultural adaptations available** None known

**How developed** Items were developed by authors based on a review of relevant literature.

**Psychometric properties** *STUDY SAMPLE*

<i>Participants</i>		<i>Demographics</i>
<i>Sample Size</i>		n = 861
<i>Description</i>		Employed alumni from two business schools
<i>Age</i>	<i>Mean</i>	38.4
<i>Gender</i>	<i>Female</i>	33.8%
	<i>Male</i>	66.2%
<i>Race/Ethnicity</i>	<i>Caucasian</i>	92.6%
<i>Marital Status</i>	<i>Married</i>	75.6%
	<i>Not Married</i>	24.4%
<i>Have Children</i>		57.5%



# Work Family/Work-Life Measures

TITLE OF MEASURE

ADJUSTMENT OF WORK SCHEDULE

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## RELIABILITY

### *Internal Consistency*

<i>Scale</i>	$\alpha =$
<i>Adjustment of Work Schedule</i>	.70

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### **Comments**

- The scale was developed with a primarily white sample. It would be useful to assess its validity and reliability for multiple ethnic/racial groups.
- 

### **Bibliography (studies that have used the measure)**

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# Work Family/Work-Life Measures

TITLE OF MEASURE

WORK-FAMILY CONFLICT

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**Source/Primary reference** Frone M., & Yardley, J. K. (1996). Workplace family-supportive programs: Predictors of employed parents' importance ratings. *Journal of Occupational and Organizational Psychology*, 69(4), 351-367.

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**Construct measured** Interference of the employed adults' family roles with their work roles and responsibilities.

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**Brief description** Twelve items were used to assess work-family conflict; six items each assessed the degree to which a respondent's job interferes with his or her home life (work-[>]family conflict) and the degree to which a respondent's home life interferes with his or her job (family-[>]work conflict). A 5-point response scale was used with 1 = never to 5 = very often.

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**Sample items**

**Work-[>]family conflict**

- After work, I come home too tired to do some of the things I'd like to do.
- On the job I have so much work to do that it takes away from my personal interests.
- My family/friends dislike how often I am preoccupied with my work while I am at home.
- My work takes up time that I'd like to spend with family/friends.

**Family-[>]work conflict**

- I'm too tired at work because of the things I have to do at home.
- My personal demands are so great that it takes away from my work.
- My superiors and peers dislike how often I am preoccupied with my personal life while at work.
- My personal life takes up time that I'd like to spend at work.

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

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**Translations & cultural adaptations available** None known

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# Work Family/Work-Life Measures

TITLE OF MEASURE

WORK-FAMILY CONFLICT

## How developed

Prior research suggests that family demands affect job outcomes indirectly when family demands spill over into work time/tasks, whereas work demands affect family outcomes when work demands conflict with family (see Frone, Russell, & Cooper, 1992a, model of the work-family interface).

For each of the two dimensions of work-family conflict, the present measure was developed by combining the two-item scale developed by Frone, Russell, & Cooper (1992a,b) and the four-item scale used by Gutek, Searle & Klepa (1991).

## Psychometric properties

### STUDY SAMPLE

The sample was drawn from a mid-sized financial services company located in Ontario, Canada. A questionnaire covering a variety of issues regarding work and family life was distributed to all 600 employees. The subsample for the present study was composed of the 252 respondents who had children living at home.

<i>Participants</i>		<i>Demographics</i>
<i>Sample Size</i>		n = 252
<i>Description</i>	Employees of a mid-sized financial services company located in Ontario, Canada with children living at home	
<i>Age</i>	<i>Mean (SD)</i>	36.17 (6.19)
<i>Gender</i>	<i>Female</i>	74%
	<i>Male</i>	26%
<i>Race/Ethnicity</i>		Not reported
<i>Education</i>	<i>College</i>	45.7%
	<i>High School</i>	53.2%
	<i>Less than High School</i>	1.2%
<i>Income</i>	<i>Median Family (Canadian)</i>	\$50,000-\$59,999
<i>Years with Company</i>	<i>Mean (SD)</i>	8.98 (6.60)
<i>Marital Status</i>	<i>Married/Living as Married</i>	90.5%
<i>Number of Children Living at Home</i>	<i>Mode</i>	2.0
	<i>Range</i>	1 - 5

A questionnaire covering a variety of issues regarding work and family life was filled out on company time. Respondents were informed that the primary purpose of the questionnaire was for an outside research project examining job stress and work-family processes. A secondary goal was to provide feedback to the company regarding the work-family problems and needs of its employees.

**VALIDITY**

***Construct Validity***

To assess the dimensionality of the work-family conflict items, an exploratory factor analysis was conducted. The factor analysis revealed three factors with eigen values greater than or equal to 1.0. However, the scree plot suggested retaining only two factors. A two-factor solution revealed that the six work-[>] family conflict items loaded highly on the first factor (oblique rotated loadings = .47 to .90), whereas the six family-[>] work items loaded highly on the second factor (oblique rotated loadings = .46 to .74). In addition, the 12 cross-factor loadings were small (oblique rotated loadings = -.06 to .19).

**RELIABILITY**

***Internal Consistency***

<i>Scale</i>	$\alpha =$
<i>Work-[&gt;] family conflict</i>	.87
<i>family-[&gt;] work conflict</i>	.79

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**Comments**

The ethnic/racial make-up of the sample was not reported. It would be useful to assess the scale's validity and reliability for multiple ethnic/racial groups.

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**Bibliography (studies that have used the measure)**

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# Work Family/Work-Life Measures

TITLE OF MEASURE

SURVEY WORK-HOME INTERACTION-NIJMEGEN (SWING)

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<b>Source/Primary reference</b>	Geurts, S., Taris, T., Kompier, et al. (in preparation). SWING: Development and validation of the ‘Survey Work-home Interaction-Nijmegen’ in five different occupational groups. Available from Sabine Geurts at S.Geurts@psych.kun.nl.
<b>Construct measured</b>	The extent to which one’s functioning in one domain is influenced by demands from the other domain.
<b>Brief description</b>	<p>The instrument consists of 27 items, measured on 4-point scales from 0 = (almost) never to 3 = (almost) always. This instrument taps four types of work-home interaction (WHI):</p> <ol style="list-style-type: none"><li>1. Work negatively influencing home (WHI-)</li><li>2. Home negatively influencing work (HWI-)</li><li>3. Work positively influencing home (WHI+)</li><li>4. Home positively influencing work (HWI+)</li></ol>
<b>Sample items</b>	<p>How often does it happen that . . .</p> <ul style="list-style-type: none"><li>▪ You are irritable at home because your work is demanding?</li><li>▪ The situation at home makes you so irritable that you take your frustrations out on your colleagues?</li><li>▪ You come home cheerfully after a successful day at work, positively affecting the atmosphere at home?</li><li>▪ After spending time with your spouse/family/friends, you go to work in a good mood, positively affecting the atmosphere at work?</li></ul>
<b>Appropriate for whom (i.e. which population/s)</b>	Employed adults
<b>Translations &amp; cultural adaptations available</b>	English and Dutch versions are available. There is an additional shortened version in German.
<b>How developed</b>	<p>The authors reviewed 21 existing scales that focus on work-home interactions. From a pool of 214, items were chosen that met the following criteria:</p> <ul style="list-style-type: none"><li>▪ Fit the definition of WHI (having a clear direction with the cause in one domain and effect in the other domain).</li><li>▪ Are not confounded with outcome measures.</li></ul>

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# Work Family/Work-Life Measures

TITLE OF MEASURE

SURVEY WORK-HOME INTERACTION-NIJMEGEN (SWING)

- Are not confounded with demands from work or home domains.

A team of researchers chose the items appropriate to be included in SWING, and when the number of items was too small to cover a dimension, new items were developed.

## Psychometric properties

### STUDY SAMPLES

<i>Participants</i>	<i>Sample 1</i>	<i>Sample 2</i>	<i>Sample 3</i>
<i>Sample Size</i>	<i>n</i> = 751	<i>n</i> = 524	<i>n</i> = 624
<i>Description</i>	Employees of the Dutch Postal Services	Employees from a manufacturing company in the electronic industrial sector	Employees from a financial consultancy firm
<i>Gender</i>	Not available	Not available	Not available
<i>Race/Ethnicity</i>	Not available	Not available	Not available

### VALIDITY

#### *Construct Validity*

To examine the construct validity of the Dutch SWING, the four subscales were related to relevant work and home characteristics. In Sample 1 workload and job control were measured with the two scales from the extensively validated Dutch Questionnaire of Experience and Evaluation of Work (Van Veldhoven, Meijman, Broersen, & Fortuin, 1997).

In Samples 2 and 3 the measures of workload and job control were based on the well-known Job Content Questionnaire (JCQ) of Karasek (1985). The measure of job support was measured by four items derived from the Questionnaire of Organizational Stress-Doetinchem (VOS-D; Bergers, Marcelissen, & Wolff, 1986). The home variables were for the largest part self-developed. The measure of home support was derived from Peeters (1994).

<i>Sample 1</i>					
<i>Interaction Type</i>	<i>Work load</i>	<i>Job control</i>	<i>Job support</i>	<i>Household tasks</i>	<i>Home support</i>
WHI-	.56	-.27	-.32	-	-
HWI-	.17	-	-.15	.12	-
WHI+	-	.11	.16	-	-
HWI+	-	-	.16	-	-

Note: '-' refers to non-significant correlations or correlations  $\leq .10$

# Work Family/Work-Life Measures

TITLE OF MEASURE

SURVEY WORK-HOME INTERACTION-NIJMEGEN (SWING)

<i>Sample 2</i>						
<i>Interaction Type</i>	<i>Work load</i>	<i>Job control</i>	<i>Job support</i>	<i>Workload at home</i>	<i>Household tasks</i>	<i>Home support</i>
WHI-	.40	-.13	-.27	.28	-	-
HWI-	-	-.23	-.16	.34	.16	-.16
WHI+		-	-		.11	-
HWI+	-.11	-	.11	.13	.13	-

Note: '-' refers to non-significant correlations or correlations < .10

<i>Sample 3</i>				
<i>Interaction Type</i>	<i>Work load</i>	<i>Job control</i>	<i>Job support</i>	<i>Household tasks</i>
WHI-	.47	-	-.25	-.27
HWI-	-	-.13	-	-
WHI+	-	-	.12	-
HWI+	-	-	-	.14

Note: '-' refers to non-significant correlations or correlations < .10

Factor analysis shows that the four subscales are fairly independent of one another.

<i>Type</i>	<i>Sample 1</i>			<i>Sample 2</i>			<i>Sample 3</i>		
	HWI-	WHI+	HWI+	HWI-	WHI+	HWI+	HWI-	WHI+	HWI+
WHI-	.35	.23	.11	.34	.02	-.02	.27	.08	-.03
HWI-	-	.12	.08	-	.14	.11	-	.11	.11
WHI+		-	.43		-	.55		-	.62
HWI+			-			-			-

## RELIABILITY

### *Internal Consistency*

<i>Interaction Type</i>	<i>Sample 1</i>			<i>Sample 2</i>			<i>Sample 3</i>		
	<i>M</i>	<i>SD</i>	$\alpha$	<i>M</i>	<i>SD</i>	$\alpha$	<i>M</i>	<i>SD</i>	$\alpha$
WHI-	.81	.50	.88	.96	.46	.84	.92	.45	.86
HWI-	.38	.34	.77	.50	.42	.82	.50	.34	.73
WHI+	.76	.50	.75	.99	.52	.72	.98	.53	.80
HWI+	1.20	.78	.82	1.16	.67	.84	1.29	.62	.78

# Work Family/Work-Life Measures

TITLE OF MEASURE

SURVEY WORK-HOME INTERACTION-NIJMEGEN (SWING)

## Comments

Documentation of relationships to health

Fatigue was measured with a subscale from the Checklist Individual Strength (CIS; Vercoulen, Alberts, & Bleijenberg, 1999). Health complaints were measured by the VOEG (13-item version; Joosten & Drop, 1987), but with exclusion of four items that referred to fatigue. The sleep quality measure was based on the Groninger Sleep Quality Scale (GSKS, Meijman et al., 1988). Depressive mood was measured by a short version of the CES-D (Kohout et al., 1993; Radloff, 1977).

Type	Sample 1			Sample 2			Sample 3
	Fatigue	Health complaints	Sleep quality	Fatigue	Depressive mood	Sleep quality	Fatigue
WHI-	.52	.38	-.38	.49	.52	-.46	.47
HWI-	.24	.17	-.24	.44	.40	-.29	.29
WHI+	-	-	-	-	-	-	-
HWI+	-	-	-	-	-	-	-

Note: '-' refers to non-significant correlations or correlations < .10

- There are several strengths of this instrument:
  - one of the few instruments that measure not only negative but also positive interaction between work and home
  - based on a theoretical framework
  - applicable to all employed workers (those with and without partner or children)
- Some disadvantages include:
  - Quite long (27 items), although short version (16 items) is available, and the four subscales can be used apart from one another.
  - Mean scores on the four subscales are rather low.
  - Relationship with demands in home situation is not completely clear.

## Bibliography (studies that have used the measure)

Demerouti, E., Bakker, A. B., & Bulters, A. J. (in press, 2003). The loss spiral of work pressure, work-home interference and exhaustion: Reciprocal relations in a three-wave study. *Journal of Vocational Behavior*.



# Work Family/Work-Life Measures

TITLE OF MEASURE

SURVEY WORK-HOME INTERACTION-NIJMEGEN (SWING)

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Dijkers, J., Den Dulk, L., Geurts, S., & Peper, B. (in press). Work-life arrangements and fatigue in two Dutch organizations. In S. Poelmans (Ed.), *Work and family: An international research perspective*, Lawrence Erlbaum.

Geurts, S., & Demerouti, E. (2003). Work/non-work interface. A review of theories and findings. In M. J. Schabracq, J. A. M. Winnubst, & C. L. Cooper (Eds.), *The Handbook of Work & Health Psychology* (pp. 279-312). Chichester: John Wiley & Sons.

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# Work Family/Work-Life Measures

TITLE OF MEASURE

WORK-FAMILY CONFLICT

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<b>Source/Primary reference</b>	Gutek, B. A., Searle, S. & Klepa, L. (1991). Rational versus gender role explanations for work-family conflict. <i>Journal of Applied Psychology</i> , 76(4), 560-568.
<b>Construct measured</b>	Extent to which work demands interfere with family and family demands interfere with work
<b>Brief description</b>	The instrument consists of 8 items—4 items were developed to measure work interference with family (WIF) and 4 items were developed to measure family interference with work (FIW). The response options for both sets of questions were 5-point scales ranging from 1 = strongly agree to 5 = strongly disagree.
<b>Sample items</b>	<ul style="list-style-type: none"><li>▪ After work, I come home too tired to do some of the things I'd like to do. (WIF)</li><li>▪ On the job I have so much work to do that it takes away from my personal interests. (WIF)</li><li>▪ I'm often too tired at work because of things I have to do at home. (FIW)</li><li>▪ My personal demands are so great that it takes away from my work. (FIW)</li></ul>
<b>Appropriate for whom (i.e. which population/s)</b>	Working adults
<b>Translations &amp; cultural adaptations available</b>	None known
<b>How developed</b>	The scale was developed by combining items from two previously developed scales. Four items developed by Kopelman, Greenhaus, and Connolly (1983) assessed work-interference-with family (WIF). Another four items, paralleling the WIF items, were developed by Burley (1989) to assess family-interference-with-work (FIW). In Gutek's work, the items were reverse coded so that a high score would represent high conflict.
<b>Psychometric properties</b>	See Kopelman Scale entry for Kopelman's items. Psychometric information on Burley items is not available.

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# Work Family/Work-Life Measures

TITLE OF MEASURE

WORK-FAMILY CONFLICT

## STUDY SAMPLES

<i>Participants</i>		<i>Study 1</i>	<i>Study 2</i>
<i>Sample Size</i>		$n = 534^{\dagger}$	$n = 209^{\ddagger}$
<i>Description</i>		Psychologists who were full members or fellows of at least one of APA Divisions 9 or 35	Senior Managers
<i>Average Age</i>	<i>Women</i>	47	39
	<i>Men</i>	50	46
<i>Gender</i>	<i>Female</i>	69.6%	25%
	<i>Male</i>	30.4%	75%
<i>Race/Ethnicity</i>	<i>Women: White</i>	Not reported	87%
	<i>Men: White</i>	Not reported	82%

<sup>†</sup>A subsample including only those participants who lived with at least one other family member (spouse, significant other of either sex, or a child) ( $n = 423$ ) was used for all analyses. Among these respondents, 65% had at least one child living with them.

<sup>‡</sup>A subsample including only those participants who lived with at least one other family member (spouse, significant other of either sex, or a child) was used for all analyses. This subsample included 135 men and 43 women.

## VALIDITY

### *Construct Validity*

A factor analysis with varimax rotation revealed that the items for the two scales loaded on separate factors. The correlation between the two conflict scales was .26 showing that WIF and FIW are distinct.

## RELIABILITY

### *Internal Consistency*

	<i>Study 1</i>	<i>Study 2</i>
<i>Scale</i>	$\alpha =$	$\alpha =$
<i>WIF</i>	.81	.83
<i>FIW</i>	.79	.83

## Comments

- The scale represents an easy-to-use combination and refinement of scales developed by others.

# Work Family/Work-Life Measures

TITLE OF MEASURE

WORK-FAMILY CONFLICT

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**Bibliography (studies that have used the measure)**

Beutell, N. J., & Wittig-Berman, U. (1999). Predictors of work-family conflict and satisfaction with family, job career and life. *Psychological Reports, 85*(3), 893-904.

Frone, M., Russell, M., & Cooper, M. (1996). Workplace family-supportive programs: Predictors of employed parents' importance ratings. *Journal of Occupational and Organizational Psychology, 69*, 351-366.

Leiter, M. P.; & Durup, M. J. (1996). Work, home, and in-between: A longitudinal study of spillover. *Journal of Applied Behavioral Science, 32*(1), 29-48.

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Parasuraman, S., Purohit, Y. S., Godshalk, V. M., & Beutell, N. J. (1996). Work and family variables, entrepreneurial career success, and psychological well-being. *Journal of Vocational Behavior, 48*, 275-300.

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# Work Family/Work-Life Measures

TITLE OF MEASURE

WORK-FAMILY INTERFERENCE

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<b>Source/Primary reference</b>	Hughes, D. & Galinski, E. (1994). Gender, job and family conditions, and psychological symptoms. <i>Psychology of Women Quarterly</i> , 18(2), 251-271.
<b>Construct measured</b>	Work-family interference
<b>Brief description</b>	<p>The measure consists of two subscales rated on a 5-point scale (from 1 = never to 5 = very often):</p> <ol style="list-style-type: none"><li>1. <i>Family role difficulty</i> subscale consists of 8 items that tap the family role difficulties that are attributed to the job. The items focus on issues such as time spent with family and difficulties with accomplishing logistical tasks.</li><li>2. <i>Job role difficulty</i> subscale consists of 6 items that address family role responsibilities that can contribute to difficulties at work. The items focus on frequency with which family responsibilities cause difficulties in accomplishing work roles.</li></ol> <p>A global question requested respondents to give their perception of family and work interference.</p>
<b>Sample items</b>	<ul style="list-style-type: none"><li>■ Because of my job, it is difficult for me to spend enough time with my spouse.</li><li>■ Because of my family responsibilities, it is difficult for me to get to work on time.</li><li>■ All in all, how much would you say your work and family life interfere with each other?</li></ul>
<b>Appropriate for whom (i.e. which population/s)</b>	Employed adults
<b>Translations &amp; cultural adaptations available</b>	No
<b>How developed</b>	Items were developed by the authors based on issues that emerged at work-family workshops in corporate settings as well as conceptual distinctions regarding the work-family interface in theoretical literature.
<b>Psychometric properties</b>	<p><u><i>STUDY SAMPLE</i></u></p> <p>The participants were employees of a company in the Northeast. 90% of the respondents were white, 3% African American, 5% Asian, and 2%</p>

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# Work Family/Work-Life Measures

TITLE OF MEASURE

WORK-FAMILY INTERFERENCE

Hispanic. The sample was divided into three categories: employed men with nonemployed spouses; employed men with employed spouses; and employed women with employed spouses.

<i>Participants</i>		<i>Single-Earner Men</i>	<i>Dual-Earner Men</i>	<i>Dual-Earner Women</i>
<i>Sample Size</i>		<i>n</i> = 142	<i>n</i> = 126	<i>n</i> = 161
<i>Age</i>	<i>Range</i> <i>Mean</i>	21-67 45	21-67 42	22-64 35
<i>Race/Ethnicity</i>	<i>White</i> <i>African American</i> <i>Asian</i> <i>Hispanic</i>		90% 3% 5% 1%	
<i>Have children under 17 years</i>		61%	41%	43%

## VALIDITY

### *Concurrent Validity*

The correlation between the first subscale and the global question was high; the second subscale was only moderately correlated.

<i>Subscale</i>	<i>Global question</i>
<i>Family Role Difficulty</i>	<i>r</i> = .72
<i>Job Role Difficulty</i>	<i>r</i> = .42

## RELIABILITY

### *Internal Consistency*

<i>Subscale</i>	<i>Cronbach's <math>\alpha</math> =</i>
<i>Family Role Difficulty</i>	.90
<i>Job Role Difficulty</i>	.83

## Comments

The relationship to general health was not examined.

- The assessment is based on respondents' self-reports. Relies on respondents to make attributions about the causes of their role difficulties or psychological states.
- The study sample was predominantly white. It would be useful to assess the scale's validity and reliability for women and for multiple ethnic/racial groups.

# Work Family/Work-Life Measures

*TITLE OF MEASURE*

*WORK-FAMILY INTERFERENCE*

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## **Bibliography (studies that have used the measure)**

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# Work Family/Work-Life Measures

TITLE OF MEASURE

INTERROLE CONFLICT SCALE

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**Source/Primary reference**

Kopelman, R. E., Greenhaus, J. H., & Connoly, T. F. (1983). A model of work, family, and interrole conflict: A construct validation study. *Organizational Behavior and Human Performance*, 32(2), 198-215.

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**Construct measured**

Conflict between work and family roles

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**Brief description**

The measure includes 8 items to assess the extent of conflict between work and family roles (i.e., perceptions of pressures within one role that are incompatible with pressures that arise within another role). Each item is rated on a 5-point scale that ranges from 1 = strongly disagree to 5 = strongly agree, where the higher the score, the higher the conflict.

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**Sample items**

- My work schedule often conflicts with my family life.
  - After work I come home too tired to do some of the things I'd like to do.
  - My family dislikes how often I am preoccupied with my work while I am home.
  - The demands of my job make it difficult to be relaxed all the time at home.
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**Appropriate for whom  
(i.e. which population/s)**

Employed adults

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**Translations & cultural  
adaptations available**

None known

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**How developed**

The items for the interrole conflict scale were based on previous research that had identified seven types of work-family conflict, with three being the most prevalent: excessive work time, schedule conflicts, fatigue, and irritability. Based on these findings, 4 items were drafted, three addressing excessive work and one fatigue. In the second study, in addition to modifying wording of one item, four more items were added: 2 for excessive work demands, 1 for fatigue and irritability, and 1 for schedule conflicts.



# Work Family/Work-Life Measures

TITLE OF MEASURE

INTERROLE CONFLICT SCALE

## Psychometric properties

### STUDY SAMPLES

<i>Participants</i>		<i>Study 1</i>	<i>Study 2</i>
<i>Sample Size</i>		<i>n</i> = 181	<i>n</i> = 91
<i>Description</i>		Alumni of a technical college	Students employed full-time
<i>Age (M (SD))</i>		43.3 (10.6)	35.6 (9.3)
<i>Gender: Male</i>		100%	50%
<i>Race/Ethnicity</i>		Not reported	Not reported
<i>Education</i>	<i>Advanced Degree</i>	51%	18%
	<i>College Education</i>	100%	56%
<i>Organizational Tenure (M (SD))</i>		11.5 (9.9) years	6.9 (6.4) years
<i>Positional Tenure (M (SD))</i>		4.6 (5) years	4.1 (4.5) years
<i>Married</i>		100%	99%
<i>Spouse Employed</i>		39%	82%
<i>Have Children</i>		84%	57%

### VALIDITY

#### *Construct Validity*

Interrole conflict was one of three factors that emerged from analysis of a broader set of items designed to also assess work conflict and family conflict (i.e., incompatible pressures within the work and family domains).

<i>Scale</i>	<i>Median Factor Loading</i>	
	<i>Study 1</i>	<i>Study 2</i>
<i>Interrole Conflict</i>	.61	.65
<i>Work Conflict</i>	.46	.74
<i>Family Conflict</i>	.54	.57

Intercorrelations between scales (Pearson product-moment coefficients):

<i>Scale</i>	<i>1</i>	<i>2</i>	<i>3</i>
<i>1 Interrole Conflict</i>		0.30	0.30
<i>2 Work Conflict</i>	0.36		0.30
<i>3 Family Conflict</i>	0.22	0.14	

Above diagonal = Study 1

Below diagonal = Study 2

**RELIABILITY**

***Internal Consistence***

Cronbach's alpha scores were high for each of the three scales in both studies.

	<i>Study 1</i>	<i>Study 2</i>
<b><i>Interrole Conflict</i></b>	$\alpha = 0.70$	$\alpha = 0.89$
<b><i>Work Conflict</i></b>	$\alpha = 0.70$	$\alpha = 0.80$
<b><i>Family Conflict</i></b>	$\alpha = 0.65$	$\alpha = 0.87$

**Comments**

- The validation studies had small samples, and in the second study, a convenience sample was used.
- This measure is probably the most frequently used in the formal research literature—sometimes as a full scale and sometimes by taking a subset of items and combining them with items from other sources (Allen, Herst, Bruck, & Sutton, 2000). See Gutek, Searle, & Klepa (1991) as an example.
- The scale was developed with a predominantly male sample. It is possible that factor loadings would have been different, and thus different items might have been retained, with a female sample.
- A researcher who recently used this scale with a sample of mothers with children under the age of 5 (Tsurikova, 2003, personal communication) received feedback that some participants did not feel the scale was applicable to their situation. One of the participants said that she could imagine men answering those questions, but not women. Another participant said that she felt the questions were dated and did not capture the current situation for families with young children.
- The ethnic/racial make-up of the sample was not reported. It would be useful to assess the scale's validity and reliability for multiple ethnic/racial groups.

**Bibliography (studies that have used the measure)**

Beutell, N. J., & Witting-Berman, U. (1999). Predictors of work-family conflict and satisfaction with family, job career and life. *Psychological Reports*, 85(3), 893-904.

Gutek, B. A., & Searle, S. (1991). Rational versus gender role explanations for work-family conflict. *Journal of Applied Psychology*, 76(4), 560-568.

# Work Family/Work-Life Measures

TITLE OF MEASURE

INTERROLE CONFLICT SCALE

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Thomas, L. T., & Ganster, D. C. (1995). Impact of family-supportive work variables on work-family conflict and strain: A control perspective. *Journal of Applied Psychology*, 80 (1), 6-15.

Tsurikova, L. (2003). *Professional knowledge and work-family balance for women psychotherapists*. Masters Thesis, University of Massachusetts Lowell.

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# Work Family/Work-Life Measures

TITLE OF MEASURE

WORK-FAMILY CONFLICT AND FAMILY-WORK CONFLICT SCALES

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<b>Source/Primary reference</b>	Netemeyer, R., Boles, J., & McMurrian, R. (1996). Development and validation of Work-Family Conflict and Family-Work Conflict Scales. <i>Journal of Applied Psychology</i> , 81(4), 400-410.
<b>Construct measured</b>	Conflict generated in family life because of work, and conflict generated at work because of family
<b>Brief description</b>	<p>The instrument has 10 items with two subscales (consisting of 5 items each):</p> <ol style="list-style-type: none"><li>1. work-to-family conflict</li><li>2. family-to-work conflict.</li></ol> <p>Items are rated on a 7-point scale, where 1 = strongly disagree to 7 = strongly agree. The items were designed to measure the conflict itself versus the outcomes of work-family or family-work conflict.</p>
<b>Sample items</b>	<p>Work-to-Family Conflict (WFC)</p> <ul style="list-style-type: none"><li>▪ The demands of my work interfere with my home and family life.</li><li>▪ The amount of time my job takes up makes it difficult to fulfill family responsibilities.</li></ul> <p>Family-to-Work Conflict (FWC)</p> <ul style="list-style-type: none"><li>▪ The demands of my family or spouse/partner interfere with work-related activities.</li><li>▪ Family-related strain interferes with my ability to perform job-related duties.</li></ul>
<b>Appropriate for whom (i.e. which population/s)</b>	Employed adults
<b>Translations &amp; cultural adaptations available</b>	None known
<b>How developed</b>	The conceptual approach for this instrument is based on the premises that WFC and FWC are distinct but related forms of interrole conflict. Based on previous work, 110 items were generated to reflect the WFC and FWC concepts. Items include general, strain-based, and time-based WFC and FWC. Four faculty members evaluated each item and a variation of

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# Work Family/Work-Life Measures

TITLE OF MEASURE

WORK-FAMILY CONFLICT AND FAMILY-WORK CONFLICT SCALES

Cohen's kappa formula was used to choose the 43 items that would be retained.

To create the final version of the instrument, researchers used an iterative confirmatory procedure with LISREL VII. Some of the items were deleted based on:

- Low loading on the intended factor
- Within-factor correlated measurement error, across-factor correlated error, or both
- Standardized factor loadings
- Redundant wording with other items

The general demand, time-based, and strain-based items were carried over because they met the criteria for retention. After three iterations, five items for each scale were chosen for the instrument.

## Psychometric properties

### STUDY SAMPLES

<i>Participants</i>		<i>Sample 1</i>	<i>Sample 2</i>	<i>Sample 3</i>
<i>Sample Size</i>		<i>n</i> = 182	<i>n</i> = 162	<i>n</i> = 186
<i>Description</i>		Teachers	Small business owners	Real estate salespersons
<i>Age</i>	<i>Median</i>	43	45	48
<i>Gender</i>	<i>Female</i>	<i>n</i> = 128	†	<i>n</i> = 142
	<i>Male</i>	†	<i>n</i> = 96	†
<i>Race/Ethnicity</i>		<i>Not reported</i>	<i>Not reported</i>	<i>Not reported</i>
<i>Marital Status</i>	<i>Married</i>	<i>n</i> = 157	<i>n</i> = 130	<i>n</i> = 148
<i>Have children living at home</i>		<i>n</i> = 93	<i>n</i> = 65	<i>n</i> = 60

†Not reported

### VALIDITY

#### *Construct Validity*

Factor analyses confirmed that the subscales are empirically distinct.

#### *Concurrent Validity*

All three samples completed other surveys beside the WFC and FWC scales. The researchers predicted negative correlations between

# Work Family/Work-Life Measures

TITLE OF MEASURE

## WORK-FAMILY CONFLICT AND FAMILY-WORK CONFLICT SCALES

organizational commitment, job satisfaction, life satisfaction, relationship agreement, relationship satisfaction, and WFC and FWC. Positive correlations were predicted for Maslach Burnout Inventory (MBI; Maslach & Jackson, 1981), job tension, role conflict, role ambiguity, intention to leave the organization, and search for another job. The tables show the correlation coefficients.

Measure	Sample 1		Sample 2		Sample 3	
	WFC	FWC	WFC	FWC	WFC	FWC
Organizational commitment	-.20*	-.25**				
Job satisfaction	-.36**	-.30**	-.21*	-.16*	-.27**	-.22**
MBI	.56**	.38**	.47**	.19*		
Job tension	.58**	.32**	.43**	.23*	.55**	.38**
Role conflict	.40**	.33**				
Role ambiguity	.39**	.35**				
Intention to leave an organization	.25**	.23**	.14	.02	.28**	.17*
Search for another job	.12	.18*	.19*	.04	.17*	.19**
Life satisfaction	-.33**	-.44**	-.41**	-.32**	-.53**	-.35**
Relationship satisfaction	-.01	-.16*	-.30**	-.26**	-.27**	-.20**
Relationship agreement	-.14*	-.29**	-.24*	-.20*		

\* $p < .05$ ; \*\*  $p < .01$

### RELIABILITY

#### Internal Consistency

Internal consistency is provided by construct reliability, coefficient alpha, and average variance extracted estimates.

Sample	WFC			FWC		
	Construct $\alpha =$	Coefficient $\alpha =$	Average	Construct $\alpha =$	Coefficient $\alpha =$	Average
1	.88	.88	.60	.87	.86	.58
2	.89	.89	.60	.82	.83	.48
3	.88	.88	.59	.90	.89	.64

#### Comments

The ethnic/racial make-up of the sample was not reported. It would be useful to assess its validity and reliability for multiple ethnic/racial groups.

# Work Family/Work-Life Measures

TITLE OF MEASURE

WORK-FAMILY CONFLICT AND FAMILY-WORK CONFLICT SCALES

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## Bibliography (studies that have used the measure)

Aryee, S., Luk, V., & Leung, A. (1999). Role stressors, interrole conflict, and well-being: The moderating influence of spousal support and coping behaviors among employed parents in Hong Kong. *Journal of Vocational Behavior, 54*(2), 259-278.

Burke, R. J., & Greenglass, E. R. (2001). Hospital restructuring, work-family conflict and psychological burnout among nursing staff. *Psychology & Health, 16*(5), 583-865.

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# Work Family/Work-Life Measures

TITLE OF MEASURE

WORKER PERCEPTION OF WORK SPILLOVER

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**Source/Primary reference**

Small S. A., & Riley D. (1990). Toward a multidimensional assessment of work spillover into family life. *Journal of Marriage and the Family*, 52, 51-61.

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**Construct measured**

Spillover of work into home/personal life.

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**Brief description**

The scale is a 20-item measure. Following the authors' multidimensional model, the measure of worker perception of work spillover consists of four separate role context subscales:

1. spillover into the marital relationship
2. spillover into the parent-child relationship
3. spillover into leisure time
4. spillover into household tasks

Items are presented as declarative statements and respondents are asked to indicate their degree of agreement with each item on a 5-point scale ranging from 1 = strongly disagree to 5 = strongly agree.

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**Sample items**

Marital relationship scale

- My job helps me have a better relationship with my spouse.
- Worrying about my job is interfering with my relationship with my spouse.

Parent-child relationship

- My job makes it hard for me to have a good relationship with my child(ren).
- My working hours interfere with the amount of time I spend with my child(ren).

Leisure

- My job makes it difficult for me to enjoy my free time outside of work.
- The amount of time I spend working interferes with how much free time I have.

Home management

- My job makes it difficult for me to get household chores done.
- I spend so much time working that I am unable to get done at home.



# Work Family/Work-Life Measures

TITLE OF MEASURE

WORKER PERCEPTION OF WORK SPILLOVER

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

Working adults

Translations & cultural  
adaptations available

None known

How developed

This 20-item measure of work spillover was developed by the authors specifically for this study based on their knowledge of the phenomena and relevant literature. Each item was designed to ask about a causal relationship between work and home life, i.e., with work spillover as the cause and consequences for home life as the effect.

Psychometric properties

## STUDY SAMPLE

<i>Participants</i>		<i>Demographics</i>
<i>Sample Size</i>		$n = 130$
<i>Description</i>		Married male executives with children
<i>Age</i>	<i>Mean</i>	43.8
<i>Gender</i>	<i>Male</i>	100%
<i>Race/Ethnicity</i>		Nearly all were white
<i>Hours worked per week (M)</i>		49.4

## RELIABILITY

The Cronbach's  $\alpha$  coefficient was .93 for the overall 20-item work spillover measure (Small & Riley, 1990).

Aryee (1993) found the following reliabilities.

<i>Subscale</i>	$\alpha =$
<i>Job-spouse</i>	.70
<i>Job-parent</i>	.81

Comments

The scale was developed with a white male sample. More research would be needed to assess its usefulness with female samples. It would be useful to assess the scale's validity and reliability for multiple ethnic/racial groups.

Bibliography (studies that  
have used the measure)

Ayree, S. (1993). Dual-earner couples in Singapore: An examination of work and non-work sources of their experienced burnout. *Human Relations*, 46(12), 1441-1469.

# Work Family/Work-Life Measures

*TITLE OF MEASURE*

*WORKER PERCEPTION OF WORK SPILLOVER*

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# Work Family/Work-Life Measures

TITLE OF MEASURE

WORK-TO-FAMILY CONFLICT

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**Source/Primary reference** Stephens, G. K., & Sommer, S. M. (1996). The measurement of work-to-family conflict. *Educational and Psychological Measurement*, 56(3), 475-486.

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**Construct measured** Extent to which work demands affect family

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**Brief description** This scale has explicit directionality and consists of three subscales based on three conceptual dimensions of work-family conflict: time, strain, and behavior. It includes 14 items rated on a 7-point scale from 1 = strongly disagree to 7 = strongly agree.

1. Time-based conflict (four items) that are related to competition for the individual's time
  2. Strain-based conflict (four items) where stress from the work domain produces strain and/or difficulty managing both roles
  3. Behavior-based conflict (six items) when patterns of behavior appropriate to each role are incompatible
- 

**Sample items**

- My work keeps me from my family more than I would like. (time-based)
- I often feel the strain of attempting to balance my responsibilities at work and home. (strain-based)
- I am not able to act the same way at home as at work. (behavior-based)

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

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**Translations & cultural adaptations available** None

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**How developed** Twenty-eight items were developed from a review of the literature that addressed work-family conflict. They were classified according to 47 subject matter experts. With only two exceptions, only items that achieved 80% agreement among the experts were retained, leaving 16 items.

The next step was an exploratory factor analysis to explore the factor structure of the measurement items. Fourteen items were retained based on the fact that they loaded on only one factor.

**Psychometric properties**

**STUDY SAMPLES**

		<i>Phase I</i>	<i>Phase II</i>	
		<i>Sample 1</i>	<i>Sample 2</i>	<i>Sample 3</i>
<i>Participants</i>				
<i>Sample Size</i>		<i>n</i> = 300	<i>n</i> = 145	<i>n</i> = 128
<i>Description</i>		Employees of a large rehabilitation hospital	Employees of a large state service and regulatory agency	Employees of a contract diagnostic testing firm
<i>Response rate</i>		88-100%	91%	71%
<i>Age (mean)</i>		37	40	33.5
<i>Gender</i>	<i>Female</i>	87%	47%	66%
	<i>Male</i>	13%	53%	34%
<i>Race/Ethnicity</i>		Not reported	Not reported	Not reported
<i>Married</i>		61%	81%	64%
<i>Have Children</i>		75%	78%	37%

**VALIDITY**

***Construct Validity***

Phase I: Traditional factor analysis with orthogonal rotation (varimax) in the first phase of the study resulted in three factors. The first one included 8 items that were originally constructed to measure time and strain dimensions. The other two dimensions included items designed to measure the behavioral domain of work-to-family conflict.

Phase II: Confirmatory factor analyses were performed and the three-factor solution was concluded to provide the best fit. The factors were similar to the domains of the original theoretical model.

**Comments**

- The measure is unique in the way it is grounded in an explicit directionality of conflict between work and family roles.
- Additional research is needed to establish the reliability and validity of the measure in general.
- The ethnic/racial make-up of the sample was not reported. It would be useful to assess the scale's validity and reliability for multiple ethnic/racial groups.

**Bibliography (studies that have used the measure)**

Stephens, G. K., & Sommer, S. M. (1995). Linking work-family conflict, work-based social support, and work group climate with job involvement and organizational citizenship behavior: Testing a path analytic model. *Journal of Health and Human Services Administration, 18*(1), 44-67.

# Work Family/Work-Life Measures

TITLE OF MEASURE

WORK-TO-FAMILY CONFLICT

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Dawn Carlson, among others, has also used this instrument in some of her work.

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## Contact Information

Except for possible copyright costs from the journal, there are no costs that the author knows about for fair use of this instrument.

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