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Family and Workplace Supports of Employed Parents of Children with Typical and Exceptional Care Responsibilities and Their Effects on Conflict and Stress

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Family and workplace supports of employed parents of children with typical and exceptional care responsibilities and their effects on conflict and stress

Presented at WFRN 2020 by
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Introduction

- Work-family fit for working parents of children with exceptional care demands less researched than work-family fit for working parents of children with typical care demands.
- 9% of employees in an organization have exceptional care demands, demonstrating the need for more research about supportive workplace supports.

Theory

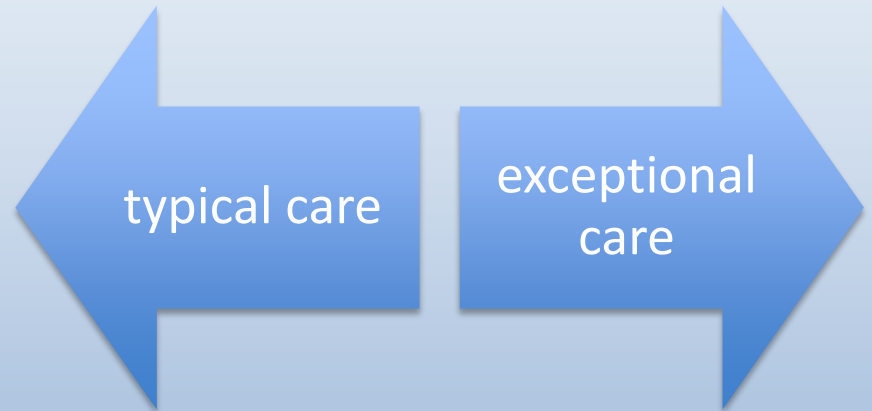
Conservation of Resources



Work-family fit and health

Continuum of care

Care demands, resources, strategies, context



Research questions

1. Will employed parents of children with exceptional care demands have lower levels of workplace supports, and higher levels of work-to-family conflict, family-to-work conflict, and perceived stress?
2. Will exceptional care demands increase work-family and family work conflict and stress when controlling for workplace, family, and personal characteristics?
3. Will having exceptional child care demands moderate the effects of workplace supports on reported levels of conflict (work-family, family-work), and perceived stress?

2016 NSCW Sample

- 2016 Society for Human Resource Management (SHRM) National Study of the Changing Workforce
- Data collected using random-digit dialing between October 1 and November 5, 2015
- Online phone interviews using a computer-assisted telephone interviewing (CATI) program and an online questionnaire.
- Sample augmented through surveys completed by members of NORC and the Amerispeak panel (Society for Human Resource Management, 2020).
- Response rate was 16%, which meets the standard for similar workforce studies (i.e., between 5% through 15%).

Measures

- Conflict and Perceived Stress
 - Work-to-family conflict (Voydanoff, 2005; $\alpha = .93$)
 - Family-to-work conflict (Voydanoff, 2005; $\alpha = .94$)
 - Perceived stress (Cohen et al., 1983; $\alpha = .78$)
- Workplace support
- Personal and family characteristics

Family and Workplace Supports and their Impact on Work-family conflict and Perceived Stress

RESULTS

Table 1. Percentages, means, and standard deviations for personal demographics and family characteristics

Characteristics	Total		Typical care demands		Exceptional care demands	
	N	%	N	%	N	%
Gender						
Female	518	60	370	58	148	67*
Male	344	40	272	42	72	33
Race/Ethnicity						
White non-Hispanic	562	66	418	66	144	62
Black non-Hispanic	127	15	92	14	35	16
Hispanic	123	14	95	15	28	12
Other non-Hispanic	40	5	29	5	6	5
Education						
High school/Technical	198	23	147	23	51	23
Some college	282	33	209	33	73	33
Bachelor degree	222	26	166	26	56	26
Professional/Masters degree	156	18	116	18	40	18
Marital status						
Married	570	66	448	70	122	56
Cohabiting	89	10	60	9	29	13
Never married	72	8	48	8	24	11
Previously married	129	15	84	13	45	21***
Income						
<\$25,000	138	16	93	15	45	21
\$25,000 <\$50,000	156	18	114	18	42	19
\$50,000 <\$75,000	153	17	109	17	44	20
\$75,000 <\$100,000	113	15	98	15	35	16
\$100,000 <\$125,000	113	13	91	14	22	10
\$125,000 <	169	20	137	21	32	14
	<i>M</i>	<i>(SD)</i>	<i>M</i>	<i>(SD)</i>	<i>M</i>	<i>(SD)</i>
Age of parent	44.21*	(11.43)	43.76	(11.66)	45.50	(10.67)
Age of youngest child	9.51*	(7.33)	9.17	(7.32)	10.46	(7.29)
Number of children <18	1.58**	(.95)	1.55	(.91)	1.62	(1.08)

Note. * $p < .05$ ** $p < .01$ *** $p < .001$

Table 2. Percentages of Job-related Characteristics by Type of Care Demand

Characteristics	All parents		Parents with typical care demands		Parents with exceptional care demands	
	N	%	N	%	N	%
Employer						
Government	208	24.3%	152	24.2%	56	25.6%
For-profit	524	61.2%	388	61.7%	130	59.4%
Non-profit	106	12.4%	77	12.2%	28	12.8 %
Single private household	18	2.1%	12	1.9%	5	2.3 %
Allowed to work from home						
Yes	257	29.7%	193	30.3%	58	26.4%
No	607	70.3%	443	69.7%	162	73.6 %
Paid vacation days						
Yes	652	75.6%	482	75.9%	163	74.1%
No	211	24.4%	153	24.1%	57	25.9%
5+ days/year for personal illness						
Yes	552	64.2%	413	65.1%	135	61.9%
No	308	35.8%	221	34.9%	83	38.1 %
5+ days/year for sick child without penalty^a						
Yes	318	53.7%	248	56.1%	70	46.7 %
No	274	46.3%	194	43.9%	80	53.3 %
Difficulty taking time off						
Very hard	116	13.6%	87	13.8%	29	13.7 %
Somewhat hard	198	23.0%	128	20.0%	69	32.0 %
Not too hard	268	30.9%	204	31.9%	59	26.9 %
Not at all hard	223	26.1%	179	28.1%	43	20.5 %
It depends	55	6.4%	40	6.3%	15	6.8 %
Partner/spouse works for pay						
Yes	519	78.8%	400	79.5%	115	76.2%
No	140	21.2%	103	20.5%	36	23.8 %

Table 3. Means and Standard Deviations of Job-related Characteristics by Type of Care Demand

Characteristics	All parents	Parents with typical care demands	Parents with exceptional care demands
	<i>M (SD)</i>	<i>M (SD)</i>	<i>M (SD)</i>
All hours worked/week in all jobs	43.28 (14.01)	43.33 (13.26)	43.12 (16.08)
Regular hours worked by partner/spouse	39.08 (11.38)	39.09 (11.06)	38.93 (12.62)
Job flexibility ^b	2.05 (1.16)	2.10 (1.14)	1.88 (1.21)
Job autonomy ^c	2.77 (.80)	2.79 (.80)	2.66 (.82)
Job satisfaction	3.21 (.77)	3.23 (.76)	3.14 (.79)
Organizational support ^d	3.08 (.74)	3.10 (.73)	2.98 (.77)
Supervisor support	3.22 (.71)	3.23 (.70)	3.17 (.72)
Coworker support	3.14 (.81)	3.16 (.81)	3.06 (.83)

Table 4. Means, Standard Deviations of Work-Family Conflict and Stress Outcomes by Type of Care Demand

	<i>All parents</i>	<i>Parent with typical care demands</i>	<i>Parents with exceptional care demands</i>
	<i>N = 834</i>	<i>N = 622</i>	<i>N = 218</i>
	<i>M (SD)</i>	<i>M (SD)</i>	<i>M (SD)</i>
<i>Work-to-family conflict^a</i>	3.01 (1.05)	2.31(.98)	2.50 (.98)
<i>Family-to-work conflict^b</i>	2.35 (0.98)	2.96 (1.05)	3.17 (1.06)
<i>Perceived stress^c</i>	2.48 (0.73)	2.41 (0.73)	2.73 (0.70)

^a $t(832) = 2.55, p < .05$

^b $t(832) = 2.58, p < .01$

^c $t(819) = 5.23, p < .001$

Table 5. *Bivariate Correlations of Major Study Variables (N = 615)*

Variables	1	2	3	4	5	6	7	8
1 Job flexibility	1	.50***	.37***	.30***	.29***	-.19***	-.05	-.24***
2 Job autonomy		1	.48**	.35***	.33***	-.06*	.04	-.21***
3 Org support			1	.55***	.53***	-.36***	-.11***	-.30***
4 Supervisor support				1	.48***	-.22***	-.09***	-.25***
5 Coworker support					1	-.18***	-.02	-.24***
6 Work-family conflict						1	.45***	.38***
7 Family-work conflict							1	.35***
8 Perceived stress								1
<i>M</i>	2.11	2.79	3.09	3.24	3.13	3.02	2.33	2.47
<i>SD</i>	1.14	.78	.72	.71	.80	1.05	.96	.72

Note. * $p < .05$, ** $p < .01$, *** $p < .001$.

Table 7 Hierarchical regressions predicting work-family, family work conflict (N = 482)

Characteristic	Work-Family Conflict						Family-Work Conflict					
	Step 1 β	SE	Step 2 β	SE	Step 3 β	SE	Step 1 β	SE	Step 2 β	SE	Step 3 β	SE
Female	-.02	.11	.04	.00	.04	.08	-.06	.10	-.02	.03	-.00	.03
Age	.04	.01	.03	.10	.02	.01	-.04	.03	-.03	.00	-.03	.00
NH White	.02	.11	-.03	.05	-.03	.10	-.04	.00	-.06	.04	-.04	.03
Education	.02	.05	.03	.12	.03	.05	.06	.03	.05	.02	-.04	.02
Married	-.03	.13	-.01	.04	-.03	.12	-.15*	.02	-.13*	.04	-.13*	.04
Income	.00	.03	.00	.03	.01	.03	.01	.01	-.01	.01	.00	.01
Number of children <18	-.04	.06	.01	.06	.01	.06	-.07	.02	-.01	.02	.00	.02
Age of youngest child	-.08	.01	-.07	.01	-.06	.01	-.01	.00	-.08	.00	-.08	.00
Exceptional child care demands	.11**	.11	.10**	.10	.11**	.10	.13**	.03	.13**	.03	.13**	.03
Partner work hours	-.02	.00	-.03	.00	-.04	.00	.06	.00	.05	.00	.03	.00
Job flexibility			-.06	.05	-.03	.06			.03	.02	-.03	.02
Job autonomy			.21***	.07	.19**	.08			.10 [†]	.02	.09	.03
Organizational support			-.42***	.08	-.44***	.10			-.15**	.03	-.08	.03
Supervisor support			-.06	.08	.04	.09			-.12*	.03	-.13*	.03
Coworker support			.06	.07	.06	.08			-.09	.02	.03	.03
Care type x job flexibility					-.06	.10					.10 [†]	.03
Care type x job autonomy					-.04	.15					.05	.05
Care type x organizational support					.06	.17					-.13*	.06
Care type x supervisor support					-.08	.14					.03	.06
Care type x coworker support					.03	.14					.12*	.04
F ratio	.976		5.99***		4.62		2.02*		2.42**		2.38***	
R ²	.00		.14***		.13		.02*		.04*		.05 [†]	
Change R ²	.00		.14***		.01		.04***		.03**		.02 [†]	

Note. [†] $p < .10$ * $p < .05$ ** $p < .01$ *** $p < .001$. Care type. Typical child care = 0, Exceptional child care = 1.

Table 8 Hierarchical regressions predicting perceived stress (N = 474)

	Perceived Stress (N = 474)					
	Step 1 β		Step 2 β		Step 3 β	
		SE		SE		SE
Female	.12*	.07	.15**	.07	.17***	.07
Age	-.04	.00	-.08	.00	-.07	.00
NH White	.03	.07	.00	.06	.01	.07
Education	-.07	.03	-.06	.03	-.06	.03
Married	-.04	.09	-.04	.09	-.03	.09
Income	-.16**	.02	-.14**	.03	-.13**	.02
Number of children <18	-.04	.04	.00	.04	-.01	.01
Age of youngest child	-.02	.01	-.05	.01	-.01	.00
Has exceptional child care demands	.20**	.07	.29***	.07	.19**	.07
Spouse work hours	.09	.02	.08	.00	.08	.00
Job flexibility			.01	.03	-.08	.04
Job autonomy			.04	.05	.02	.06
Organizational support			-.23***	.06	-.27***	.07
Supervisor support			-.06	.05	-.05	.06
Coworker support			-.07	.05	.04	.05
Care type x job flex					.16**	.07
Care type x job autonomy					.04	.10
Care type x organizational support					.13***	.13
Care type x supervisor support					-.05	.12
Care type x coworker support					-.05	.10
<i>F</i> ratio	6.10***		7.57***		2.76***	
R ²	.10***		.17***		.19***	
Change R ²	.12***		.08***		.02*	

Note. * $p < .05$ ** $p < .01$ *** $p < .001$. **Care type:** Typical child care demands = 0, Exceptional child care demands = 1.

Discussion

- Parents with exceptional care demands face increased conflict and stress, even when controlling for workplace supports.
 - Need for resources matched to meet individual care demands
- Parents with exceptional care who had higher levels of conflict rated their coworkers and organizations as more supportive.
 - Reflects the role of disclosure
 - Supports especially critical when demands are high
- Workplace supports can help improve conflict and stress for all employees.
 - In some cases flexibility can increase stress due to blurring boundaries
- Moderating effects of exceptional care demands on workplace supports.
- Study limitations

Implications

- Practice implications
 - Call for family supportive organizational cultures to address individual family demands.
 - Understanding of disclosure for parents, HR professionals, and supervisors.
- Policy implications
 - Access to sick days and paid leave
 - Right to request or other policies allowing for flexible work arrangements
- Research implications
 - Expand understanding of individual level factors
 - Include community resources
 - Investigate exceptional care across the lifespan
 - Examine disclosure processes