

# Ninth Family Research Network (FRN) Forum

*“Nurturing Our Young –  
Parenting in the 21<sup>st</sup> Century”*

Tuesday, 5 February 2013

MND Auditorium, Annexe A - Level 2, MND Building



# Managing the boundary between work and family

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# Overview

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- Study 1:

Job insecurity and career self-efficacy: The mediating effect of parenting behaviors (Zhao, Lim & Teo, 2012)

- The spillover effect

- Three types of career-specific parenting behaviors (Dietrich & Kracke, 2009)

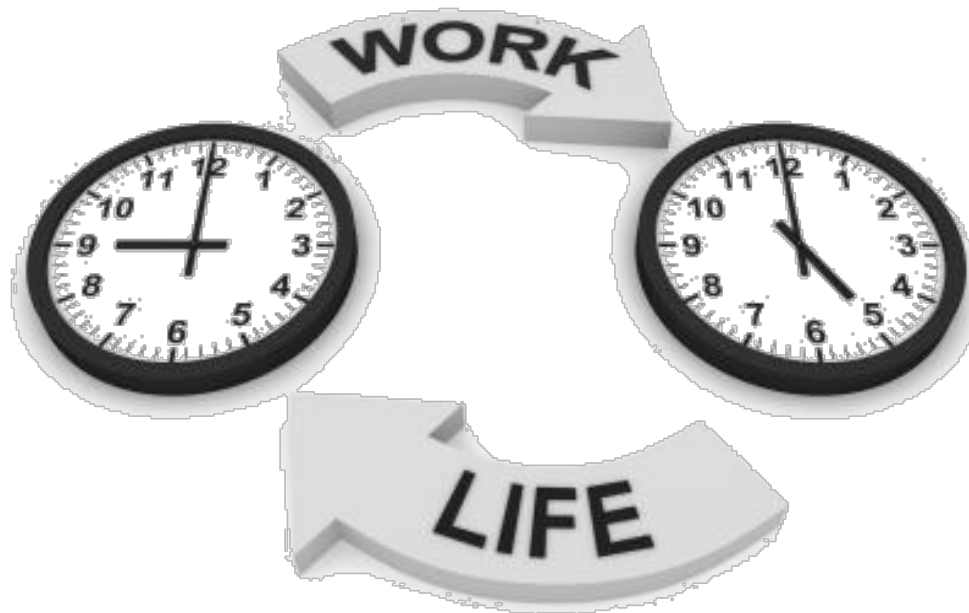
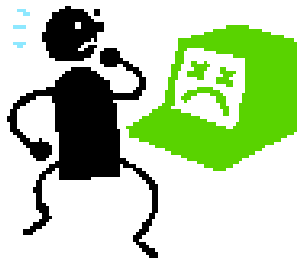
- Study 2:

Work-Life Indicator<sup>®</sup> (Kossek, Ruderman, Braddy, & Hannum, 2012)

# The spillover effect

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**Spillover:** the transference of moods, skills, values, and behaviors from one role to another



# Career-specific parenting behaviors (1): Lack of engagement

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## ▶ Lack of engagement

e.g., my Dad...

- ⊕ cannot support my career preparation because he
  - ⊕ knows little
  - ⊕ is too busy
  - ⊕ faces difficulties at work
- ⊕ is not really interested in my future career
- ⊕ doesn't care about my career preparation



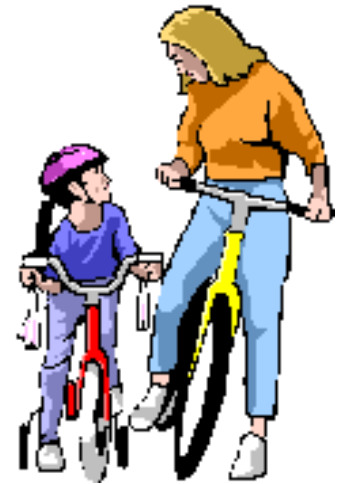
# Career-specific parenting behaviors (2): Support

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## ► Support

e.g., my Dad...

- ⊕ talks to me about my career interests and abilities
- ⊕ encourages me to seek information about careers I am interested in
- ⊕ supports me in getting an internship
- ⊕ gives advice on the choice of careers available



# Career-specific parenting behaviors (3): Interference

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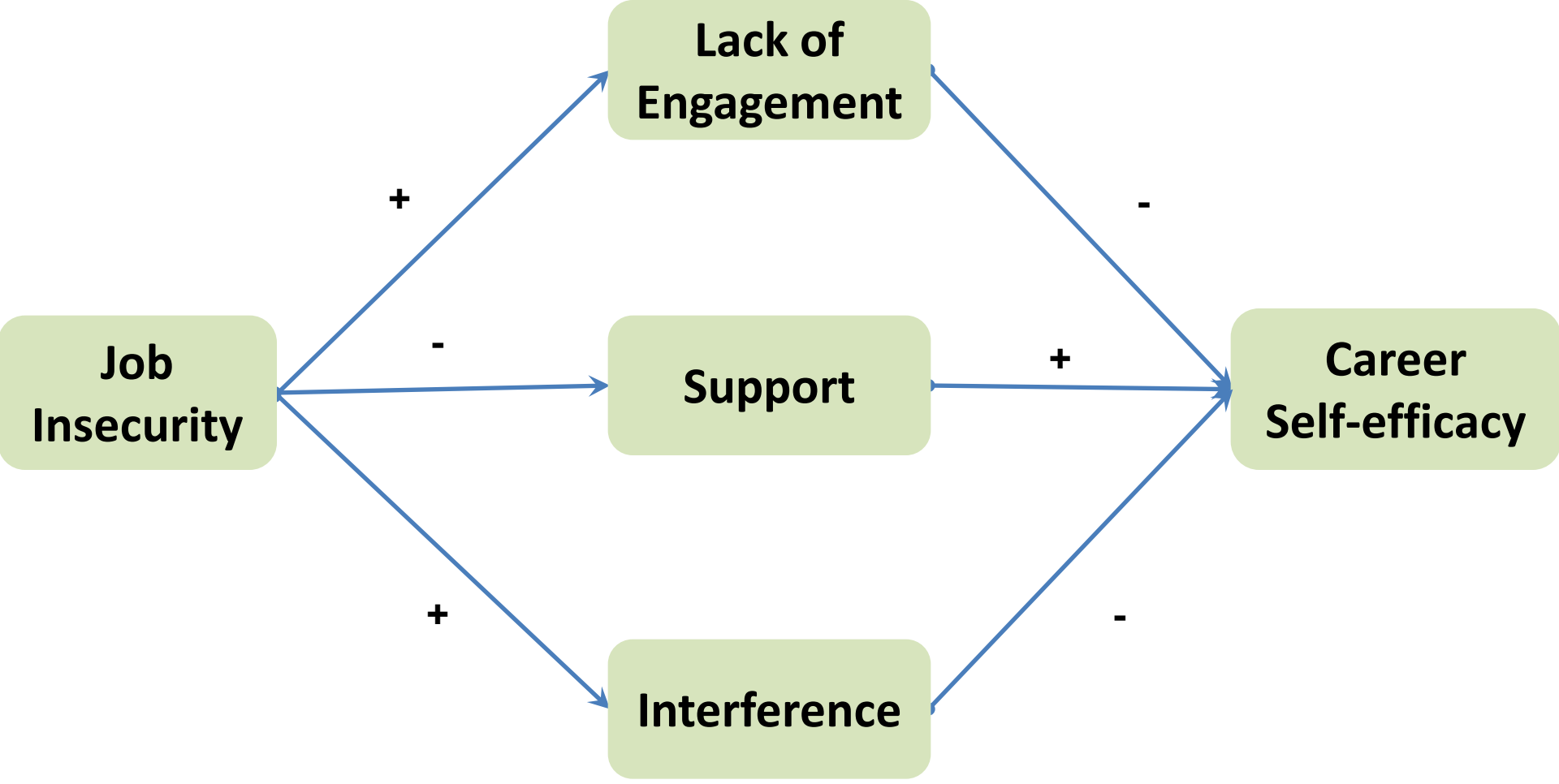
## ► Interference

e.g., my Dad...

- ⊕ has his own ideas about my future career and tries to influence me accordingly
- ⊕ tries to force his ideas on what career I should be in
- ⊕ tries to push me in a certain direction regarding my future career



# Hypothesized model

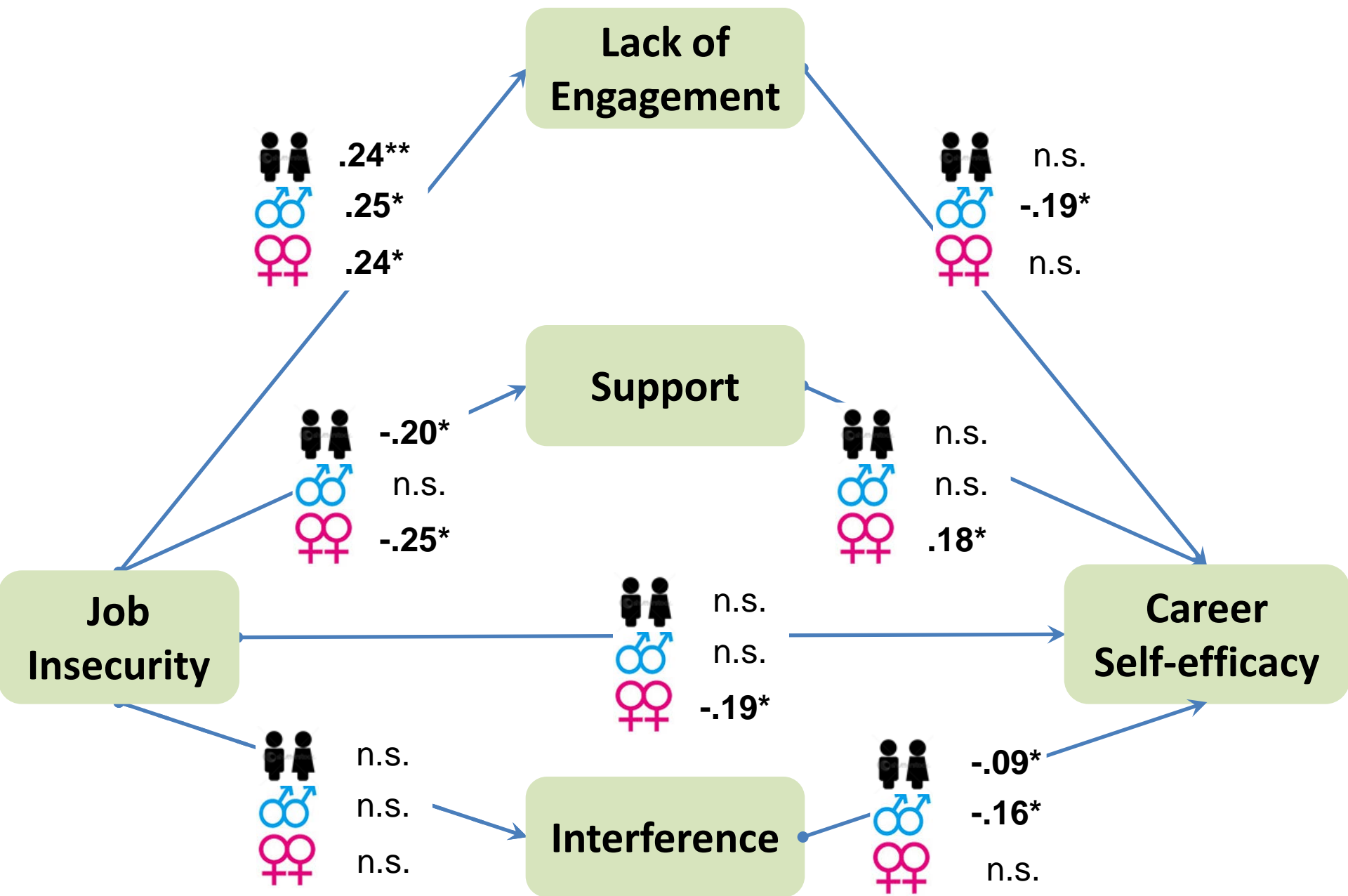




# Findings

# Correlation of parenting behaviors

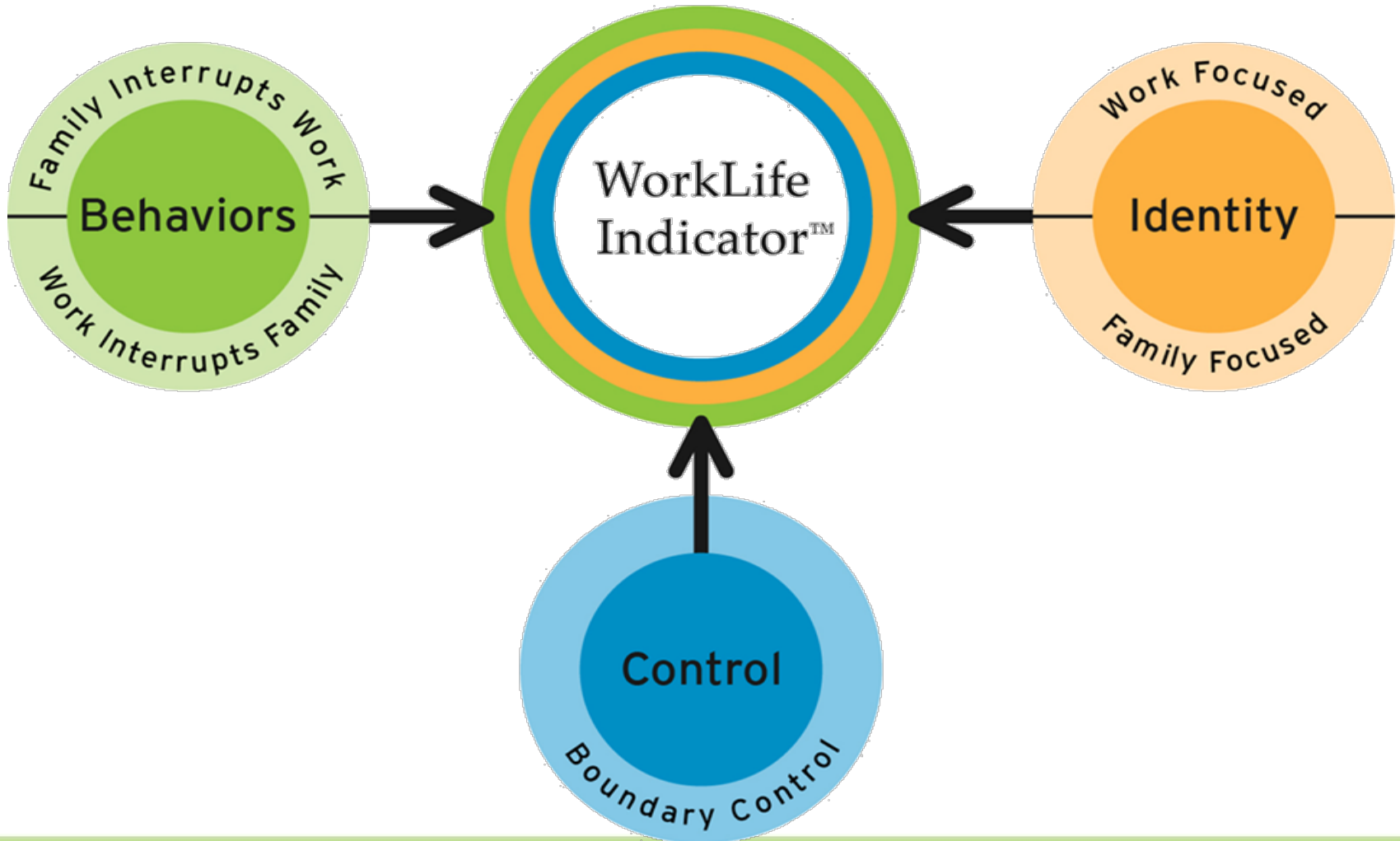
	Lack of Engagement	Support	Interference
<b>Full Sample (N = 196)</b>			
Lack of Engagement	-		
Support	<b>-.62<sup>***</sup></b>	-	
Interference	-.10	<b>.31<sup>***</sup></b>	-
<b>Sub-sample: Boys (N = 86)</b>			
Lack of Engagement			
Support	<b>-.60<sup>***</sup></b>		
Interference	-.22 <sup>*</sup>	<b>.39<sup>***</sup></b>	
<b>Sub-sample: Girls (N = 110)</b>			
Lack of Engagement	-		
Support	<b>-.65<sup>***</sup></b>	-	
Interference	.03	<b>.24<sup>*</sup></b>	-





Managing the Boundary between work & family

# Work-Life Indicator



# Behaviors

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**Integrators**



**Separators**



**Work Firsters**



**Family Firsters**



**Cyclers**

# Identity

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**Work Focused**



**Family Focused**



**Dual Focused**



**Other Focused**

# Control

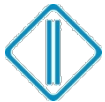
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**High Boundary Control**



**Moderate Boundary Control**



**Low Boundary Control**



# Key findings

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- Nonwork interrupting work behaviors → family-to-work conflict & work-family integration
- Work interrupting nonwork behaviors → work-to-family conflict & work-family integration
- Work identify is positively related to engagement
- Boundary control is negatively correlated with psychological distress
- Regardless of the behaviors and identities, low boundary control is related to more negative work and family outcomes

# Implications of the two studies

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- Job insecurity is as stressful as, if not more stressful than, job loss
- Anything happens at the workplace may have impact in the family domain, especially the children
- Be aware of cultural, societal differences
- Individual differences in boundary management styles
- Family-friendly policies can help improve employees' sense of control, thus reduce stress



Thank you!  
Questions?