

Work Family Wellness: The Sum of Work Family Variables

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The incongruence of work and family role demands, and the conflict that arises is termed work-family conflict (Greenhaus & Beutell, 1985). Researchers have identified two dimensions: work-family (WF) conflict represented the interference of work on an individual's family life, and family-work (FW) conflict identified how a worker's involvement in a family role might interfere with work performance. Building on these studies, researchers within sport have examined how both types of conflict impact job satisfaction and other outcomes (Sagas & Cunningham, 2005). Further research has attempted to offer differing managerial suggestions and implications for dealing with the conflict (Bruening & Dixon, 2007; Dixon & Bruening, 2005, 2007). However, emerging work suggests that focusing on the negative aspects of multiple role participation does not completely account for the effects of participation in one role on the other, as partaking in one role may enhance participation in the other role (Greenhaus & Powell, 2006). Therefore, researchers began to examine two additional dimensions of the work and family nexus; these constructs attempt to account for the benefits of multiple role participation (Ryan, 2007).

Like with conflict variables, one dimension examined how participation in work enhanced family life;WF enrichment; the other dimension accounted for how involvement in a family can be beneficial in the work realm FW enrichment. The aim of this study was to synthesize these dimensions into a single, meaningful indicator of the work-family relationship;work and family wellness (WFW). While little work has been done on work and family role enrichment with sport, most organizational studies have analyzed the four individual work-family variables with various antecedents and outcomes (Greenhaus & Powell, 2006).

We offer that in the same way one's overall wellness may be described with multiple indicators (mental well-being, physical fitness, etc.) the overall health of multiple role participation is better assessed by combining these four WF variables into a single score. It is suggested that the fitness of the WF nexus is comprised of the beneficial aspects of enrichment minus the negative effects of interference. Furthermore, it was hypothesized that WFW would be a better predictor of coaching, family, and life satisfaction and mental health than the individual WF constructs. Additionally it was expected that the antecedents of autonomy, supervisory support, and spousal support would be significantly more correlated with WFW than the individual WF constructs.

A total of 1408 NAIA coaches were sent the link to a web-based survey with information gathered from 628 (45%) surveys. The majority of respondents were white (93%), married (64%), males (65%), or with an average age was 36.8 years (SD = 10.4). The measurement scales of all variables came from previously developed instruments. The wellness variable was found by summing the scores for WF enrichment to FW enrichment and subtracting the scores for WF conflict and FW conflict. Thus, the potential range for WFW would be from -8 to 8, with negative scores indicating more overall conflict than enrichment. To test the hypothesized relationship that WFW would be a significantly higher correlate than any of the individual WF constructs to the theoretical antecedents and outcomes, a strategy given by Cohen and Cohen (1983) was used. This t-test is used to compare two correlation coefficients from the same sample, and it takes their dependence into account. The wellness variable needed to be significantly greater than all four of the WF/FW variables to support the hypothesized relationship.

Results indicate WFW significantly correlated with coaching satisfaction ($r=.44, p<.001$), family satisfaction ($r=.36, p<.001$), life satisfaction ($r=.51, p<.001$), and mental health ($r=.39, p<.001$). Additionally, WFW significantly correlated with work autonomy ($r=.23, p<.001$), supervisor support ($r=.28, p<.001$), and spousal support ($r=.41, p<.001$). With the exception of FW enrichment correlations with family satisfaction ($r=.41, p<.01$) and spousal support ($r=.52, p<.01$), WFW had a higher correlation with the outcome and antecedent variables than any other work-family construct. When testing the correlation coefficients for the work and family outcomes, the results suggest significant differences for coaching satisfaction and mental health. In comparing the correlations for coaching satisfaction, WFW had a statistically significant greater correlation than all individual WF/FW variables, $t(583) = 3.55, p < .001$ for smallest t-value (WF enrichment). Likewise, in comparing the correlations for mental health, WFW had a significantly greater correlation than all individual WF/FW variables, $t(597) = 3.66, p < .001$ for smallest t-value (FW enrichment). In comparing the correlations for life satisfaction, WFW had a significantly greater correlation than all individual WF/FW variables, except FW enrichment. However, for FW enrichment, the difference in correlation was not significant, $t(579) = 1.19, ns$. For the final outcome variable, family satisfaction, FW enrichment had a higher correlation, however it was not significantly higher, $t(581) = 1.76, ns$. When compared to the other WF/FW variables, WFW was significantly higher. To summarize the 16 outcome correlation comparisons, WFW had a significantly higher correlation for 14 of the comparisons, and 2 comparisons that were not significant.

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When comparing the correlation coefficients for the possible antecedents to the WF experience, the results are similar. For supervisor support, WFW had a significantly greater correlation than all individual WF/FW variables, $t(598) = 2.20$, $p < .05$ for smallest t-value (WF enrichment). In comparing the correlations for autonomy, WFW had a significantly greater correlation than all individual WF/FW variables, except WF enrichment. However, for WF enrichment, the difference in correlation was not significant, $t(598) = 1.31$, ns. For the final antecedent variable, spousal support, FW enrichment had a higher correlation, and it was significantly higher than WFW, $t(426) = 3.64$, $p < .001$. When compared to the other WF/FW variables, WFW had a significantly greater correlation than all other individual WF/FW variables. Ultimately, WFW had a significantly higher correlation for 10 of the antecedent comparisons, 1 insignificant comparison, and 1 comparison where FW enrichment was significantly higher than WFW.

Results suggest some support for the hypothesis that an overall work-family measure may be beneficial to understanding the work-family interaction and to predicting meaningful outcomes. Theoretically, WFW seems to be the best single predictor of all work-family outcomes or antecedents. More importantly, the new perspective of summing scores allows for a measure of the fitness of an individual coach's work and family relationship. Additionally, it supports the use of Ecological Theory in examining the WF relationship which suggests the fit between work and family roles for an individual is based on several characteristics, and a coach's WF fit is determined by the way a coach interacts with the work and family environments (Grzywacz & Marks, 2000). It is offered that WFW attempts to measure that "fit" for a worker, and we suggest that researchers and practitioners in the WF arena consider this perspective.