


2017

Work-Family Conflict: Does Romance Matter?

Christie Marie Charles
Walden University

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Walden University

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Christie Charles

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Walden University
2017

Abstract

Work-Family Conflict: Does Romance Matter?

by

Christie M. Charles

MS, University of Louisiana at Lafayette, 2003

BS, University of Southwestern Louisiana, 1999

Dissertation Submitted in Partial Fulfillment

of the Requirements for the Degree of

Doctor of Philosophy

Psychology

Walden University

May 2017

Abstract

Research has shown that being in a romantic relationship has related negatively with work-family conflict. Using social exchange theory, the investment model, and role theory, this study examined the relationships among the dimensions of perceived partner support, romantic relationship interdependence, and work-family conflict. A sample of 192 adults in paid employment, currently involved in a romantic relationship, were recruited from SurveyMonkey Contribute. Study participants completed online a demographic survey, the revised Support in Intimate Relationships Rating Scale (SIRRS), the Investment Model Scale, and work-family conflict scales. Correlation analyses showed that work-to-family conflict and family-to-work conflict correlated negatively with commitment and positively with quality of alternatives as hypothesized. As hypothesized, regression analyses showed that quality of alternatives and informational support explained unique variance in work-to-family conflict and family-to-work conflict and that commitment explained unique variance in family-to-work conflict. PROCESS mediation analyses showed partial support for the hypothesis of mediation. Quality of alternatives and commitment mediated the relationships between esteem/emotional support and family-to-work conflict and instrumental/tangible support and family-to-work conflict. Quality of alternatives mediated the relationships between informational support and work-to-family conflict, informational support and family-to-work conflict, and instrumental/tangible support and work-to-family conflict. The findings contribute to positive social change by offering added knowledge about the occurrence of work-family issues in the lives of employees representing a large percentage of the workforce.

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Dedication

This dissertation is dedicated to the persons who make all things possible, my God and my Lord Jesus Christ. As with everything else I do in life, I offer this product as a representation of what is possible due to your love and glory. I thank you for giving me the strength, courage, and perseverance to complete this study. I thank you for allowing me the opportunity to serve you daily and to live fully the purposeful life you have given me.

This dissertation is dedicated also to my greatest and most powerful Earthly supporters, my family members. As my father, mother, and two brothers; you have provided me with continued support, even when that support accompanied much sacrifice. In your own unique way, each of you has helped me to reach this major milestone in my life. Because of your unconditional positive regard, I have been able to continue on my journey of realizing my fullest potential. I share this accomplishment with all of you because this would have not been possible or worthwhile without any of you.

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Chapter 1: Introduction to the Study

Work-family conflict has become a societal issue due to the major demographic changes of increased participation of women, single parents, and dual earning household members in the workplace (Allen, Herst, Bruck, & Sutton, 2000; Aryee, Fields, & Luk, 1999; Aryee, Srinivas, & Tan, 2005; Frone, Russell, & Cooper, 1992; Edwards & Rothbard, 2000; Meurs, Breaux, & Perrewé, 2008; Phillips-Miller, Campbell, and Morrison, 2000; Tetrick, Miles, Marcil, & Van Dosen, 1994; Weer, Greenhaus, Colakoglu, & Foley, 2006). Such demographic changes have led to the dual participation of adults in the domains of work and family (Aryee et al., 1999; Aryee et al., 2005; Edwards & Rothbard, 2000; Frone et al., 1992; Tetrick et al., 1994; Weer et al., 2006). The societal shift of increased adult participation in both the work and family domains has led to increased interdependence between work and family and the opportunity for the two domains to influence each other (Aryee et al., 1999; Brannen, 2005; Clark, 2000; Edwards & Rothbard, 2000; Greenhaus, Bedeian, & Mossholder, 1987; Matthews & Barnes-Farrell, 2010). An important goal of employees participating in both the work and family domains has been achieving a balance between work and family domains and a balance between work and family roles (Aryee et al., 1999; Clark, 2000; Dixon & Bruening, 2005; Doherty, 2004; Frone, 2003; Frone & Yardley, 1996; Hawksley, 2007; Hobson, Delunas, & Kesic, 2001; Kreiner, Hollensbe, & Sheep, 2009). However, an outcome of the dual participation of employees in the domains of work and family leading to increasing interdependence between work and family has been *work-family conflict* (Bedeian, Burke, & Moffett, 1988; Bulger, Matthews, & Hoffman, 2007; Dixon

& Bruening, 2005; Edwards & Rothbard, 2000; Kreiner et al., 2009; Netemeyer, Boles, & McMurrin, 1996; Shelton, 2006).

Work-family conflict is a form of conflict resulting from incompatible role responsibilities in the work and family domains (Greenhaus & Beutell, 1985; Netemeyer et al., 1996). Conflict between work and family indicates a lack of balance between these two domains (Frone et al., 1992) and a lack of *goodness of fit*, that is, an ineffective interface between work and family life (Frone, 2003). Work-family conflict has become a form of inter-role conflict because dual participation in the interdependent domains of work and family often takes place in different locations and at different times, restricting the available resources needed to perform effectively work and family roles (Voydanoff, 1988).

Research has shown that romantic relationship status has correlated statistically significantly with work-family conflict, with married employees or employees living as married (i.e., employees living with a partner) experiencing more work-family conflict than employees who were unmarried (Olson-Buchanan & Boswell, 2006; Webber, Sarris, & Bessell, 2010). On the other hand, research has shown that being in a romantic relationship is a condition that has provided partners with resources that promote health and well-being (Grandey & Cropanzano, 1999; Hobfoll, 1989).

For those in a romantic relationship, characteristics of the romantic relationship have statistically significantly and positively correlated with health and well-being (Aycan & Eskin, 2005; Frone & Yardley, 1996; Gove, Hughes, & Style, 1983; Holt-Lunstad, Birmingham, & Jones, 2008; Ross, 1995; Turner & Marino, 1994). For

example, research has shown that perceived partner support, marital happiness, marital adjustment, marital attachment, and marital satisfaction all have statistically significantly and positively correlated with health and well-being (Aycan & Eskin, 2005; Frone & Yardley, 1996; Gove et al., 1983; Holt-Lunstad et al., 2008; Ross, 1995; Turner & Marino, 1994).

This study assists in the attainment of the societal and empirical goal of better understanding work-family conflict by focusing on work-family conflict in relation to those in a romantic relationship. A focus on those who are in a romantic relationship is practically significant and important to society because employees in a romantic relationship represent a large percentage of employees in the workforce (U.S. Census Bureau Statistical Abstract of the United States, 2012; United States Department of Labor Bureau of Labor Statistics, 2014a, 2014b, 2014c). The average labor participation rates for married individuals and individuals with other marital status (i.e., never married, married but spouse absent, divorced, separated, and widowed) were 80% and 77%, respectively (United States Department of Labor Bureau of Labor Statistics, 2014a; United States Department of Labor Bureau of Labor Statistics, 2014b; United States Department of Labor Bureau of Labor Statistics, 2014c). The aforementioned average labor participation rate for married individuals is an underestimate of the labor participation rate for individuals in a romantic relationship because it is only based on individuals who are legally married. This study focuses on examining the specific characteristics of the romantic relationship that have been shown to be important to health and well-being (Aycan & Eskin, 2005; Frone & Yardley, 1996; Gove et al., 1983;

Holt-Lunstad et al., 2008; Ross, 1995; Turner & Marino, 1994) and their relationships with work-family conflict.

In Chapter 1, I discuss the background of the study, summarize the research literature related the study's topic and describe the gap in knowledge the study addressed. Then, I communicate a statement of the problem addressed as well as the purpose of the study. I present the proposed research questions and hypotheses followed by the theoretical base for the study and the nature of the study. Next, I offer definition of terms, assumptions, limitations, delimitations, and the significance of the study. Finally, I conclude the chapter with a summary of Chapter 1 and a transition into Chapters 1-5 via an overview of information covered in those chapters.

Background of the Study

A substantive content area of work-family interface and work-family balance research has been work-family conflict (Casper, Eby, Bordeaux, Lockwood, & Lambert, 2007). There are two types of work-family conflict that are subsumed under the term work-family conflict, *work-to-family conflict* and *family-to-work conflict* (Allen et al., 2000; Aryee et al., 1999; Netemeyer et al., 1996). Work-to-family conflict results from work hindering the fulfillment of family responsibilities, and family-to-work conflict results from family hindering the fulfillment of work responsibilities (Allen et al., 2000; Aryee et al., 1999; Netemeyer et al., 1996).

Research has shown that both work-to-family conflict and family-to-work conflict have negatively affected important employee outcomes. Work-to-family conflict has been found to correlate statistically significantly and positively with psychological

distress, stress, job burnout, job distress, family distress, depression, heavy drinking and cigarette use, sleep disruptions, and fatigue (Anderson, Coffey, & Byerly, 2002; Aryee et al., 1999; Frone, Barnes, & Farrell, 1994; Frone et al., 1992; Frone, Russell, & Cooper, 1994; Van Hooff, Geurts, Kompier, & Taris, 2006; Willis, O'Connor, & Smith, 2008). In addition, work-to-family conflict has been found to correlate statistically significantly and negatively with job satisfaction, family satisfaction, and life satisfaction (Aryee et al., 1999). Work-to-family conflict also has been found to correlate statistically significantly and positively with turnover intentions, career damage, work time demands, intentions to leave the organizations, hours worked per week, work effort-work rewards imbalance, overcommitment to the job, family demands/responsibilities, and distractions at home (Anderson et al., 2002; Desrochers, Hilton, & Larwood, 2005; Smith & Gardner, 2007; Willis et al., 2008) and statistically significantly and negatively with manager and supervisor support, job satisfaction with satisfaction with job in general, satisfaction with pay, satisfaction with work, satisfaction with supervision, and satisfaction with promotion (Anderson et al., 2002; Boles, Howard, & Donofrio, 2001; Smith & Gardner, 2007).

Similarly, family-to-work conflict has been found to correlate statistically significantly and positively with psychological distress, stress, job distress, family distress, and depression (Anderson et al., 2002, Aryee et al., 1999; Frone et al., 1992; Frone, Russell, et al., 1994) and statistically significantly and negatively with job satisfaction and family satisfaction (Aryee et al., 1999). Family-to-work conflict also has been found to correlate statistically significantly and positively with turnover intentions, career damage, intentions to leave the organizations (Anderson et al., 2002; Smith &

Gardner, 2007), and statistically significantly and negatively with supervisor support, partner support, job satisfaction, satisfaction with pay, satisfaction with work, satisfaction with supervision, and satisfaction with co-workers (Anderson et al., 2002; Aycan & Eskin, 2005; Boles et al., 2001).

Research has shown that romantic relationship status is a contextual factor that has correlated statistically significantly with work-family conflict (Olson-Buchanan & Boswell, 2006; Webber et al., 2010). Olson-Buchanan and Boswell (2006) and Webber et al. (2010) found that employees who were married or living as married experienced more work-family conflict than employees who were unmarried (Olson-Buchanan & Boswell, 2006; Webber et al., 2010). However, Frone, Barnes, et al. (1994), Grandey and Cropanzano (1999), Matthews and Barnes-Farrell (2010), and Kreiner (2006) did not find a statistically significant relationship between romantic relationship status and work-family conflict. One possibility for the mixed research findings is that researchers who have assessed the strength of the relationship between relationship status and work-family conflict have not taken into account the characteristics of the romantic relationship, such as perceived partner support, relationship happiness, relationship satisfaction, and commitment, which is one limitation of research trying to determine the impact of being involved in a romantic relationship on aspects of adult living (Gove et al., 1983; Holt-Lunstad et al., 2008; Ross, 1995).

Research has shown that it is not whether one has a romantic partner or not that has been essential to health and well-being; but rather, it is the characteristics of the romantic relationship that affect health and well-being (Gove et al., 1983; Holt-Lunstad et

al., 2008; Ross, 1995). Gove et al. (1983) found that marital status statistically significantly explained the greatest proportion of variance in overall home life satisfaction, mental health balance, overall happiness, and overall life satisfaction before and after adjusting for the effects of income, education, race, age, and childhood experiences (Gove et al., 1983). However, further multiple classification analyses showed that it was marital happiness that explained the statistically significant variation in overall home life satisfaction, mental health balance, overall happiness, and overall life satisfaction, and not simply marital status (Gove et al., 1983).

Holt-Lunstad et al. (2008) performed analyses with gender, age, and relevant cardiovascular assessment as covariates and found a statistically significant main effect of marital status on life satisfaction and ambulatory blood pressure but not on stress or depression. However, regression analyses showed that marital adjustment and marital satisfaction predicted statistically significantly life satisfaction, stress, depression, and ambulatory blood pressure after controlling for gender, age, and relevant cardiovascular assessment (Holt-Lunstad et al., 2008). Ross (1995) regressed depression on marital status controlling for sex, age, and race and found that those married or living as married were statistically significantly less depressed than unmarried individuals. Ross (1995) also regressed depression on partner emotional support controlling for marital status, sex, age, race, living with children, and living with other adults and found that those who reported having more partner emotional support were statistically significantly less depressed than those who reported having less partner emotional support. Ross (1995) found that the lack of perceived emotional support from a partner explained why those

unmarried were statistically significantly more depressed than those married or living as married. Ross (1995) regressed depression on relationship happiness controlling for sex, age, and race and found that relationship happiness explained statistically significant variation in depression, with those unhappy in their romantic relationship having the highest levels of depression, followed by those unmarried, moderately happy in their romantic relationship, and very happy in their romantic relationship, respectively.

Problem Statement

Research has shown that romantic relationship status is a contextual factor that has correlated statistically significantly with work-family conflict (Olson-Buchanan & Boswell, 2006; Webber et al., 2010). Research also has shown it is not simply romantic relationship status, but rather, characteristics of the romantic relationship that have been essential to health and well-being (Gove et al., 1983; Holt-Lunstad et al., 2008; Ross, 1995). Research has indicated that perceived partner support has been essential in reducing work-family conflict (Aycan & Eskin, 2005).

One limitation of extant research is that, to date, no one has examined the relationships between other specific characteristics of the romantic relationship besides perceived partner support and work-family conflict. Specifically, we do not know if (a) perceived partner support and romantic relationship interdependence are related to work-family conflict, (b) perceived partner support and romantic relationship interdependence explain unique variance in work-family conflict, or (c) romantic relationship interdependence mediates the relationship between perceived partner support and work-family conflict.

Purpose of the Study

The first purpose of this quantitative study was to examine the extent to which perceived partner support and romantic relationship interdependence are related to work-family conflict. The second purpose of this quantitative study was to examine the extent to which perceived partner support and romantic relationship interdependence explain unique variance in work-family conflict. The final purpose of this quantitative study was to examine the extent to which romantic relationship interdependence mediates the relationship between perceived partner support and work-family conflict.

Research Questions and Hypotheses

Research Question 1

Are the dimensions of perceived partner support (i.e., esteem/emotional support, physical comfort support, informational support, and instrumental/tangible partner support) and romantic relationship interdependence (i.e., satisfaction, quality of alternatives, investment, and commitment) related to the dimensions of work-family conflict (i.e., work-to-family conflict and family-to-work conflict)?

Hypotheses 1

H₀1: Esteem/emotional support, physical comfort support, informational support, instrumental/tangible partner support, satisfaction, quality of alternatives, investment, and commitment are not related to work-to-family conflict and family-to-work conflict.

H_a1: Esteem/emotional support, physical comfort support, informational support, instrumental/tangible support, satisfaction, investment, and commitment are related

negatively to work-to-family conflict and family-to-work conflict. Quality of alternatives is related positively to work-to-family conflict and family-to-work conflict.

Research Question 2

Do the dimensions of perceived partner support (i.e., esteem/emotional support, physical comfort support, informational support, and instrumental/tangible partner support) and romantic relationship interdependence (i.e., satisfaction, quality of alternatives, investment, and commitment) explain unique variance in the dimensions of work-family conflict (i.e., work-to-family conflict and family-to-work conflict)?

Hypotheses 2

H₀₂: Esteem/emotional support, physical comfort support, informational support, instrumental/tangible support, satisfaction, quality of alternatives, investment, and commitment do not explain unique variance in work-to-family conflict and family-to-work conflict.

H_{a2}: Esteem/emotional support, physical comfort support, informational support, instrumental/tangible support, satisfaction, quality of alternatives, investment, and commitment do explain unique variance in work-to-family conflict and family-to-work conflict.

Research Question 3

Does romantic relationship interdependence mediate the relationship between perceived partner support and work-family conflict?

Hypotheses 3

H₀₃: Romantic relationship interdependence does not mediate the relationship between perceived partner support and work-family conflict.

H_{a3}: Romantic relationship interdependence does mediate the relationship between perceived partner support and work-family conflict.

Theoretical Foundation

Perceived Partner Support

Social exchange theory developed by Blau (1964) and further advanced by Ahmed, Ismail, Amin, and Ramzan (2011), Döring and Dietmar (2003), and Nakonezny and Denton (2008) was used as the theoretical framework to examine perceived partner support. According to social exchange theory, *social support* refers to social exchanges in which a recipient acquires resources sacrificed by a provider (Blau, 1964). *Partner support* refers social support in a romantic relationship consisting of exchanges of social rewards between partners as an expression of social approval and personal/intrinsic attraction (Blau, 1964).

A proposition of social exchange theory is that social exchanges of support are driven by reciprocity; that is, receivers of support should continue the exchange process by offering support in return (Ahmed et al., 2011; Blau, 1964; Nakonezny & Denton, 2008). In social exchange theory, Blau (1964) proposed that social exchanges are also driven by the investments made in the relationship due to a sense of commitment to the relationship. According to social exchange theory, social support exchanges create an obligation for the partners to continue the exchange processes and renege on the

obligation to continue the exchange processes can negatively affect the relationship between the partners (Blau, 1964; Döring & Dietmar, 2003).

Romantic Relationship Interdependence

The investment model developed by Rusbult (1980) and further advanced by Le and Agnew (2003), Rusbult and Buunk (1993), and Rusbult, Martz, and Agnew (1998) was used as the theoretical framework to examine romantic relationship interdependence. *Romantic relationship interdependence* refers to a state of mutual dependence in an interpersonal relationship (Le & Agnew, 2003; Rusbult & Buunk, 1993). A proposition of the investment model is that *commitment* (i.e., the intent to persist in a relationship and maintain the relationship, including long-term orientation toward the involvement as well as feelings of psychological attachment) is a major determinant of whether people stay or leave a relationship as well as other relationship outcomes (Le & Agnew, 2003; Rusbult, 1980; Rusbult & Buunk, 1993; Rusbult et al. 1998). Another proposition of the investment model is that relationship persistence and other relationship outcomes are determined by the mutual dependence that develops within the relationship (Le & Agnew, 2003; Rusbult, 1980; Rusbult & Buunk, 1993; Rusbult et al. 1998). According to Le and Agnew (2003), Rusbult (1980), Rusbult and Buunk (1993), and Rusbult et al. (1998), dependence is based on *satisfaction* (i.e., favorable evaluation of the romantic relationship due to the positive versus negative affect experienced in a relationship), *quality of alternatives* (i.e., the perceived desirability and attractiveness of the best available alternative to a relationship), and *investments* (i.e., the accumulated resources

that are attached to a relationship and resources that would decline in value or be lost if the relationship were to end).

In the investment model, it is proposed that the amount of satisfaction the current relationship offers, the quality of the alternatives to remaining in the relationship that are available, and the amount of investments made in the current relationship influence commitment, which in turn influences other relationship characteristics (e.g., dyadic adjustment, relationship closeness, and trust level) and whether one chooses to stay in a relationship or leave a relationship (Le & Agnew, 2003; Rusbult, 1980; Rusbult & Buunk, 1993; Rusbult et al., 1998). According to the investment model, the association between mutual dependence and relationship outcomes such as relationship persistence, are mediated by the level commitment to the relationship and to the partner (Le & Agnew, 2003; Rusbult, 1980; Rusbult & Buunk, 1993; Rusbult et al., 1998).

Work-Family Conflict

Role theory, as developed by Biddle (1979) and further advanced by Biddle (1986) and Hardy and Conway (1988), was used as the theoretical framework to examine work-to-family conflict (WFC) and family-to-work conflict (FWC). *Roles* are behavior characteristic of one or more individuals in a given context or position (Biddle, 1979, 1986). According to Biddle (1979), role theory has five underlying propositions: (a) Some behaviors are recurrent ways of acting and are characteristic of individuals within contexts; (b) roles often are associated with sets of individuals who share a common identity; (c) individuals are often aware of roles, and to some extent, roles are governed by the fact of their awareness; (d) roles persist, in part, because of their consequences and

because they often are imbedded within larger social systems; and (e) individuals must be taught roles and may find either joy or sorrow in the performances thereof. According to Biddle (1986) and Hardy and Conway (1988), role theory is based on the following three theoretical perspectives: (a) dramaturgical perspective, a perspective on role-playing and role taking; (b) symbolic interaction, a perspective on reciprocal social interaction; and (c) social structuralism, a perspective on social structure. A major proposition of the role theory is that *role conflict* can occur (Biddle, 1979, 1986; Hardy & Conway, 1988). Role conflict is a condition of problematic polarized dissensus about role expectations or when role expectations are perceived as contradictory or mutually exclusive (Biddle, 1979, 1986; Hardy & Conway, 1988).

A proposition presented by Biddle (1979) and Hardy and Conway (1988) in role theory is that there are many forms of role conflict, and one form of role conflict is *interrole conflict*. Interrole conflict occurs when dissensus arises from one person simultaneously holding two different roles with distinct expectations (Biddle, 1979; Hardy & Conway, 1988). Simultaneously holding two different roles with distinct expectations can lead to role conflict because meeting the expectations of one role can preclude meeting the expectations of the other role (Biddle, 1979; Hardy & Conway, 1988).

Advancing role theory, Hardy and Conway (1988) proposed interrole conflict can emerge as a result of conflicting and mutually incompatible work and family roles. According to Hardy and Conway (1988), *work-family conflict* refers to interrole conflict

between work and family roles in which the role expectations and role responsibilities of the work domain and family domain are mutually incompatible.

Nature of the Study

Keeping with the tradition of work-family research, this was a non-experimental cross-sectional study in which I collected quantitative data. Independent variables were the four dimensions of perceived partner support (i.e., esteem/emotional, physical comfort, information, and instrumental/tangible partner support) and the four dimensions of romantic relationship interdependence (i.e., satisfaction, quality of alternatives, investment, and commitment). Dependent variables were the two dimensions of work-family conflict (i.e., work-to-family conflict and family-to-work conflict). Quantitative data were obtained by using multiple scales from established instruments. The assessment instruments were administered electronically, and participants completed the surveys outside their normal work hours. The revised Support in Intimate Relationships Rating Scale (SIRRS) was used to measure the perceived partner support dimensions of esteem/emotional, physical comfort, information, and instrumental/tangible partner support (Barry, Bunde, Brock, & Lawrence, 2009). The Investment Model Scale was used to measure the romantic relationship interdependence dimensions of satisfaction, quality of alternatives, investment, and commitment (Rusbult et al., 1998). I used scales developed and validated by Netemeyer et al. (1996) to measure work-to-family conflict and family-to-work conflict. I ran correlation analyses, hierarchical multiple linear regression analyses, and multiple regression analyses using PROCESS Macro to examine the relationships among the variables of interest.

The population of interest was adult employees currently involved in a romantic relationship, regardless of the type or duration of the romantic relationship. Based on power analyses, the sample was to consist of a minimum of 156 participants, recruited from a specific company located in Southwest Louisiana. An equal opportunity employer of a diverse workforce of approximately 1,500 associates, the specific company that I selected as the data collection site was a manufacturer and distributor of jewelry and jewelry-related products for the jewelry industry. I gained access to the site and sample by requesting permission from the company's Human Resource executive director. I recruited participants from the specific company located in Southwest Louisiana via a recruitment announcement, and the recruitment announcement was communicated in the forms of research recruitment flyers posted in the various entrance/exit areas of the company, a Facebook posting posted on the company's associate network page, and an email transmitted through the company's email system. The recruitment announcement directed participants to a link that provide participants with an informed consent form and the study's surveys. Participants consisted of nonsupervisory and management employees of the organization, regardless of tenure, who were currently involved in a romantic relationship, regardless of the type or duration of the romantic relationship.

Because the minimum targeted sample size of 156 participants could not be reached by recruiting from a specific company located in Southwest Louisiana, nonsupervisory and management employees, regardless of tenure, who were currently involved in a romantic relationship, regardless of the type or duration of the romantic

relationship were recruited from SurveyMonkey Contribute. SurveyMonkey Contribute allows researchers to recruit participants from the United States, the United Kingdom, and Australia through SurveyMonkey based on specific targeted criteria (e.g., gender, age, income, employment status) to take surveys for a charitable donation made to a participant's chosen charity and a chance to win a sweepstakes prize (SurveyMonkey, Inc., 2014).

Participants were recruited from SurveyMonkey Contribute based on my study's targeted criteria of being an adult employee currently involved in a romantic relationship, regardless of the type or duration of the romantic relationship. SurveyMonkey Contribute members whose profile indicated that they were an adult employee currently involved in a romantic relationship were recruited to participate in my study via an email letting them know a new survey was available and via the survey being placed on the members' dashboard. All participants were screened to ensure that they matched the targeted criteria of being an adult employee currently involved in a romantic relationship by indicating whether or not they were adult employees currently involved in a romantic relationship.

Definition of Terms

Commitment. Commitment has been defined as the intent to persist in a relationship and maintain the relationship, including long-term orientation toward the involvement as well as feelings of psychological attachment (Rusbult, 1980).

Esteem/Emotional support. Esteem/emotional support has been defined as providing reassurance, love, affection, validation, and showing confidence in the partner's abilities (Barry et al., 2009).

Family-to-Work Conflict. Family-to-work conflict has been defined as family hindering the fulfillment of work demands or participation in family interfering with work-related performance (Netemeyer et al., 1996).

Informational Support. Informational support has been defined as providing information and advice (Barry et al., 2009).

Instrumental/Tangible Support. Instrumental/tangible support has been defined as providing direct or indirect assistance in solving the problem (Barry et al., 2009).

Investment. Investment has been defined as the accumulated resources that are attached to a relationship and resources that would decline in value or be lost if the relationship were to end (Rusbult, 1980).

Perceived Partner Support: Partner support has been defined as social support displayed as help, advice, understanding, and the like that partners provide each other (Aycan & Eskin, 2005). Perceived partner support has been defined as the perceived availability and adequacy of social support provided by one partner and received by the other partner involved in an intimate relationship intending to protect the recipient from harm and enhance the welling-being of the recipient (Cavell, 2000; Cutrona & Russell, 1987; Fielden & Cooper, 2002).

Physical Comfort Support. Physical comfort support has been defined as providing physical comfort (Barry et al., 2009).

Quality of Alternatives. Quality of alternatives has been defined as the perceived desirability and attractiveness of the best available alternative to a relationship (Rusbult, 1980).

Romantic Relationship Interdependence: Romantic relationship interdependence has been defined as mutual dependence and mutual influence in an interpersonal relationship (Le & Agnew, 2003; Rusbult & Buunk, 1993). Romantic relationship interdependence includes the following dimensions: (a) satisfaction, (b) quality of alternatives, (c) investment, and (d) commitment (Rusbult, 1980).

Satisfaction. Satisfaction has been defined as the favorable evaluation of the romantic relationship due to the positive versus negative affect experienced in a relationship and the high share of rewards versus the low share costs (Rusbult, 1980).

Work-Family Conflict: Work-family conflict has been defined as a form of interrole conflict reflecting the degree to which role expectations and responsibilities from the work and family domains are incompatible (Greenhaus & Beutell, 1985; Hardy & Conway, 1988; Netemeyer et al., 1996).

Work-to-Family Conflict. Work-to-family conflict has been defined as work hindering the fulfillment of family demands or participation in work interfering with family-related performance (Netemeyer et al., 1996).

Assumptions

Several assumptions regarding this study are proposed. One major assumption is the employment of the researcher at the organization selected as the data collection site did not influence the data collection process. Although a dual-relationship did exist, it is

assumed that ethical assurances, such as voluntary participation and confidentiality, were guaranteed through proper briefing and sound data collection techniques. Another assumption is real-world applicability. Although the sample was comprised of employees from a specific industry, it is believed that the findings obtained do generalize to other employees in romantic relationships. A third, untested assumption is that the survey responses were independent of one another; that is, when each participant filled out the survey, the participant's partner did not. The final assumptions involve the data and the psychometric properties of the assessment instruments used. Due to the established reliability, validity, and utility of the selected assessment instruments, the following are assumed: (a) the wording of the items was understood by the respondents; (b) the wording of the items did encourage accurate, honest response behavior; (c) there was no major evidence of response style bias; (d) all of the observations were independent; (e) scores on the measures of all variables were normally distributed; (f) the error variances of scores on the measures of all variables were (homogeneity of error variance); (g) the independent variables were related linearly to the dependent variables; and (h) all of the variables by the theory were included in the model.

Scope and Delimitations

The scope of this study was the examination of the relationships between specific characteristics of the romantic relationship and work-family conflict. Specifically, the scope was assessing what relationships exist between perceived partner support and romantic relationship interdependence and work-family conflict. The specific focus on characteristics of the romantic relationship in relation to work-family conflict was chosen

due to research revealing statistically significant relationships between the characteristics of the romantic relationship and health and well-being (Gove et al., 1983; Holt-Lunstad et al., 2008; Ross, 1995). In addition, the specific focus on characteristics of the romantic relationship in relation to work-family conflict was chosen to address the gap in the literature regarding the relationships between characteristics of the romantic relationship, such as perceived partner support and romantic relationship interdependence, and work-family conflict.

A delimitation of the study was the population of interest. The population of interest was adult employees currently involved in a romantic relationship, regardless of the type or duration of the romantic relationship. Although research has shown that employees without a partner experience work-family conflict (Gove et al., 1983; Holt-Lunstad et al., 2008; Ross, 1995), employees without a partner were excluded from this study. Another delimitation of the study was the population of interest was recruited from specific data collection sites. Both delimitations do limit the potential generalizability to those in romantic relationships and possibly to those employees recruited from the data collection sites used.

Limitations

This study is not without limitations and delimitations. One limitation is the lack of causal inferences that can be made due to the fact the study was a non-experimental cross-sectional, survey study. Although the analyses did permit the relationships among the variables of interest to be tested, the results do not permit causal inferences to be asserted because of the study's non-experimental design. Another limitation is that the

data obtained was obtained solely through self-report measures. Based on the review of the literature, relying on self-report data is a common practice in studying selected variables of interest; however, a concern is the potential of response bias and courtesy bias. This potential limitation could be heightened due to the perceived sensitive and personal nature of the variables of interest and the potential undue influence of being employed at one of the data collection sites of the study. A third limitation is the possibility that those who decided not to participate differed from those who decided to participate and that these differences were driven by the assessment instruments used (e.g., the number of items presented), the method of administration (i.e., items presented electronically using online survey software), conditions the assessment instruments were administered (i.e., surveys completed outside normal work hours), and data use.

Significance of the Study

A goal of scholar-practitioners involved in I/O psychology is addressing work-family issues (Cascio & Aguinis, 2008). Addressing work-family issues by promoting balanced, supportive work and family environments requires an understanding of the role of the romantic relationship in the occurrence of work-family issues (Ten Brummelhuis & Van der Lippe, 2010; Haar, 2004). The potential practical significance of this study could help broaden the knowledge of the role of the romantic relationship in the occurrence of work-family issues by focusing on the relationships between specific characteristics of the romantic relationship and work-family conflict. The knowledge gained from this study could assist employers in developing family-friendly workplace practices and employees in developing workplace and home strategies to address work-

family conflict. The knowledge gained from this study could be of important practical significance to those in a romantic relationship because employees with a partner represent a large percentage of the workforce (U.S. Census Bureau Statistical Abstract of the United States, 2012; United States Department of Labor Bureau of Labor Statistics, 2012a; United States Department of Labor Bureau of Labor Statistics, 2012b; United States Department of Labor Bureau of Labor Statistics, 2012c).

Summary and Transition

Research has shown that romantic relationship status is a contextual factor that has correlated statistically significantly with work-family conflict (Olson-Buchanan & Boswell, 2006; Webber et al., 2010). Research also has shown it simply is not romantic relationship status; but rather, characteristics of the romantic relationship that have been essential to health and well-being (Gove et al., 1983; Holt-Lunstad et al., 2008; Ross, 1995). The purpose of this non-experimental cross-sectional study was to examine the relationships between specific characteristics of the romantic relationship and work-family conflict. Independent variables were the four dimensions of perceived partner support (i.e., esteem/emotional, physical comfort, information, and instrumental/tangible partner support) and the four dimensions of romantic relationship interdependence (i.e., satisfaction, quality of alternatives, investment, and commitment). Dependent variables were the two dimensions of work-family conflict (i.e., work-to-family conflict and family-to-work conflict).

In Chapter 2, I discuss the literature search strategy, and I provide the theoretical foundation for perceived partner support, romantic relationship interdependence, and

work-family conflict. I also offer a review of the existing literature regarding the constructs of interest, and I address the gaps in the literature in Chapter 2. In Chapter 3, I discuss the research design and methodology, and I address threats to validity and necessary ethical considerations. In Chapter 4, I describe the data collection process and the results of the study. I provide an interpretation of the findings, and I address the limitations of the study in Chapter 5. I also offer recommendations for further research and the implications for positive social change in Chapter 5.

Chapter 2: Literature Review

Introduction

Research has shown that romantic relationship status is a contextual factor that has correlated statistically significantly with work-family conflict (Olson-Buchanan & Boswell, 2006; Webber et al., 2010). Research also has shown it is not romantic relationship status, but rather characteristics of the romantic relationship that are essential to health and well-being (Gove et al., 1983; Holt-Lunstad et al., 2008; Ross, 1995). Research has indicated that perceived partner support has been essential in reducing work-family conflict (Aycañ & Eskin, 2005). One limitation of extant research is that, to date, no one has examined the relationships between other specific characteristics of the romantic relationship besides perceived partner support and work-family conflict. Specifically, what we do not know is what relationships exist between perceived partner support and romantic relationship interdependence and work-family conflict.

The first purpose of this quantitative study was to examine the extent to which perceived partner support and romantic relationship interdependence are related to work-family conflict. The second purpose of this quantitative study was to examine the extent to which perceived partner support and romantic relationship interdependence explain unique variance in work-family conflict. The final purpose of this quantitative study was to examine the extent to which romantic relationship interdependence mediates the relationship between perceived partner support and work-family conflict.

In the next section of this chapter, I discuss the literature search strategy. I offer the theoretical foundation in the third section. In the fourth section, I offer a review of

the existing literature regarding perceived partner support, romantic relationship interdependence, and work-family conflict. I end Chapter 2 with a summary of major themes, what is known, and gaps in the literature as well as a transition into Chapter 3.

Literature Search Strategy

The literature review of the current study is based on information retrieved in large part from academic, peer-reviewed journals obtained from EBSCO host electronic databases. Journal articles were retrieved from the EBSCO host electronic databases using Academic Search Premier, Business Source Complete, ERIC, ProQuest, PsycARTICLES, PsycINFO, SocIndex, and SAGE Journal Online. Books were used to discuss and define the theories of the variables in this study. Searches were conducted for articles and books published between 1959 and 2014. *Perceived partner support, marital quality, relationship quality, role conflict, social exchanges, social support, the investment model, and work-family conflict* were the search terms and/or combination of the search terms that I used to locate the articles and/or books used for the literature review.

Theoretical Foundation

Perceived Partner Support

Blau (1964) proposed social exchange theory as a theoretical framework to examine social support exchanged during social relations, and Ahmed et al., (2011), Döring and Dietmar (2003), and Nakonezny and Denton (2008) further advanced it. Social exchange theory is a theoretical perspective that explains the relationships between perceived social support and its outcomes (Ahmed et al., 2011). According to social

exchange theory, social exchanges are voluntary actions performed by individuals motivated by their expectations of providing benefits to others to receive benefits in return (Blau, 1964). Social exchanges foster feelings of interdependence among individuals and serve as a basis for the provision of social support (Ahmed et al., 2011). Social exchanges entail feelings of intrinsic significance for the individuals involved in the social exchanges; social exchanges also entail the acquisition of benefits of some extrinsic value from those individuals due to implicit bargaining (Blau, 1964). The following conditions affect social exchange processes: (a) the stage in the development and the character of the relationship between the partners, (b) the nature of the benefits that enter into the transactions and the cost incurred in providing them, and (c) the social context in which the exchanges take place (Blau, 1964).

According to Blau (1964), social exchange theory is a theoretical framework that allows for the examination of social support exchange processes that occur in romantic relationships. Social support in a romantic relationship is the exchange of social rewards between romantic partners (Blau, 1964). Each partner in a romantic relationship furnishes rewards with the primary intentions of expressing social approval of the partner and personal/intrinsic attraction to the partner, expressing and confirming his or her own commitment to the romantic relationship, and promoting the other partner's growing commitment to the relationship (Blau, 1964).

Investing in the romantic relationship by exchanging resources is a requirement to create and maintain the relationship (Blau, 1964). Each partner performs acts that bring pleasure to the other and makes sacrifices for the other to establish a relationship with the

following characteristics: (a) growing intrinsic attraction, (b) growing dependence on each other for rewards, (c) fear of rejection, (d) pleasure derived from pleasing each other, (e) identification with each other produced by love, (f) desire to symbolically express love for each other, and (g) desire to strengthen attachment to each other and the relationship (Blau, 1964). When one partner performs pleasurable acts and makes sacrifices that provide the other with rewards, the partner receiving the rewards is then obligated to reciprocate with equitable rewards in return (Ahmed et al., 2011; Blau, 1964; Nakonezny & Denton, 2008). As both partners profit from the exchanges and value what they receive, a sense of solidarity within the romantic relationship develops, and both partners are inclined to continue the social exchanges by increasing their own rewards and incentives for the other to reciprocate in kind (Blau, 1964; Nakonezny & Denton, 2008). A partner reciprocating with appropriate rewards after receiving desirable rewards is not guaranteed, so social exchanges are based on trust that a partner will fulfill his or her obligations to reciprocate (Blau, 1964). When a partner does not fulfill his or her obligations by not reciprocating with appropriate rewards, discontent and conflict can occur within the romantic relationship (Döring & Dietmar, 2003).

Romantic Relationship Interdependence

The investment model developed by Rusbult (1980) and further advanced by Le and Agnew (2003), Rusbult and Buunk (1993), and Rusbult et al. (1998) provides a theoretical framework to examine romantic relationship interdependence. The investment model is grounded in interdependence theory developed by Thibaut and Kelley (1959). In interdependence theory, Thibaut and Kelley (1959) discussed how

mutual dependence or a condition of interdependence comes into existence in a dyadic relationship. Thibaut and Kelley (1959) proposed that relationship interdependence develops from satisfaction with the current relationship. Thibaut and Kelley (1959) asserted that satisfaction with the current relationship is evaluated based on a comparison of the outcome value of the current relationship (i.e., subjective estimates of the value and the importance of the current relationship's attributes) and an individual's comparison level (i.e., standards and expectations regarding the quality of relationships in general). According to interdependence theory, an individual in a dyadic relationship becomes increasingly satisfied with the relationship as the outcome value of the current relationship is evaluated higher than the individual's comparison level (Thibaut & Kelley, 1959).

Thibaut and Kelley (1959) also proposed that relationship interdependence develops based on the quality of the best availability alternatives to the current relationship. Thibaut and Kelley (1959) asserted that the quality of alternatives is evaluated based on a comparison of the outcome value of alternative relationships (i.e., subjective estimates of the value and the importance of the alternative relationships' attributes) and an individual's comparison level (i.e., standards and expectations regarding the quality of relationships in general). According to interdependence theory, an individual in a dyadic relationship evaluates the alternatives to the current relationship as favorable alternatives with merits as the outcome value of the alternative relationship is evaluated higher than the individual's comparison level (Thibaut & Kelley, 1959).

Following the propositions of Thibaut and Kelley's (1959) interdependence theory, propositions of the investment model as developed by Rusbult (1980) and further advanced by Le and Agnew (2003), Rusbult and Buunk (1993), and Rusbult et al. (1998) are that relationship interdependence develops from an evaluation of satisfaction with the current relationship and an evaluation of the quality of the best availability alternatives to the current relationship. Le and Agnew (2003), Rusbult (1980), Rusbult and Buunk (1993), and Rusbult et al. (1998) extended interdependence theory and asserted that relationship interdependence develops from an evaluation of investments made in the current relationship (i.e., the magnitude and importance of the resources attached to the current relationship and would decline or be lost in the relationship were to end) and an evaluation of the commitment to the current relationship (i.e., an intent to persist in a relationship indicative of a long-term orientation toward the involvement and a psychological attachment).

According to the investment model, satisfaction, quality of alternatives, and investment are the bases of dependence which influence commitment, which in turn, influences other relationship characteristics (e.g., dyadic adjustment, relationship closeness, trust level) and whether one chooses to stay in a relationship or leave a relationship (Le & Agnew, 2003; Rusbult, 1980; Rusbult & Buunk, 1993; Rusbult et al., 1998). In the investment model, Le and Agnew (2003), Rusbult (1980), Rusbult and Buunk (1993), and Rusbult et al. (1998) proposed that the relationship between the three bases of dependence and other relationship outcomes, such as relationship persistence, are mediated by the level commitment to the relationship and to the partner. According

to the investment model, satisfaction and investment are related positively to commitment, and quality of alternatives is related negatively to commitment, which in turn, is related positively to relationship persistence and superior couple functioning (Le & Agnew, 2003; Rusbult, 1980; Rusbult & Buunk, 1993; Rusbult et al., 1998).

Work-Family Conflict

Role theory as developed by Biddle (1979) and further advanced by Biddle (1986) and Hardy and Conway (1988) provides a theoretical framework to examine work-family conflict (WFC) and family-work conflict (FWC). Role performance is governed by the norms, demands, expectations, and rules of the social situation (Brookes, Davidson, Daly, & Halcomb, 2007). Role theory provides a theoretical framework to examine roles (i.e., sets of behavior with socially agreed-upon functions and accepted norms) and how conflict can occur when individuals attempt to fulfill the demands of multiple roles simultaneously (Biddle, 1986; Hardy & Conway, 1988; Madsen & Hammond, 2005). Role theory provides a theoretical framework to examine human behavior that is different and predictable depending on the social identity and the situation (Biddle, 1979, 1986). Role theory focuses on the following concepts: (a) patterned and characteristic social behavior, (b) parts or identities assumed by social participants, and (c) scripts or expectations for behavior that understood by all and adhered to by performers (Biddle, 1979, 1986).

In developing role theory, Biddle (1979), proposed the following five underlying propositions: (a) Some behaviors are recurrent ways of acting and are characteristic of individuals within contexts; (b) roles often are associated with sets of individuals who

share a common identity; (c) individuals are often aware of roles, and to some extent, roles are governed by the fact of their awareness; (d) roles persist, in part, because of their consequences and because they often are imbedded within larger social systems; and (e) individuals must be taught roles and may find either joy or sorrow in the performances thereof. In advancing role theory, Biddle (1986) and Hardy and Conway (1988) asserted the following three theoretical perspectives: (a) dramaturgical perspective, (b) symbolic interaction, and (c) social structuralism. The dramaturgical perspective focuses on role-taking and role-playing; symbolic interaction focuses on the reciprocal social connection in which individuals cooperate to achieve a goal or outcome; and social structuralism focuses on society, social systems, and the social structure, structures which affect the behavior of individuals (Brookes et al., 2007).

According to Biddle (1979) and Hardy and Conway (1988), there are many forms of role conflict, and one form of role conflict is interrole conflict. When individuals are challenged with simultaneously holding two different roles with distinct expectations, role conflict can occur because meeting the expectations of one role can preclude meeting the expectations of the other role (Biddle, 1979; Hardy & Conway, 1988). In advancing role theory, Hardy and Conway (1988) proposed that interrole conflict can occur due to conflicting work and family roles. Individuals have a fixed amount of resources (e.g., time and energy) to expend in order to participate in multiple roles and meet multiple role obligations and role expectations (Aryee et al., 2005; Greenhaus & Powell, 2006). Participating in multiple roles will exhaust the fixed resources and ultimately will impair role functioning, eventually leading to role conflict (Aryee et al., 2005). Once role

conflict is experienced, one method to reduce conflict is to disregard one role and sacrifice the obligations and expectations of the disregarded role while selecting the other role and conforming to the selected role's norms, obligations, and expectations (Aryee et al., 2005; Biddle, 1979; Hardy & Conway, 1988; Zedeck & Mosier, 1990).

Literature Review

Romantic Relationship Status and Health and Well-Being

Research has shown that romantic relationship status affects adult health and well-being (Fleming, White, & Catalano, 2010; Gove & Geerken, 1977; Parish & Osterberg, 1985; Pistole, Clark, and Tubbs, 1995; Roberts, Tanner, & Manolis, 2005; Rothbard, Phillips, & Dumas, 2005; Thoits, 1982; Turner & Marino, 1994). Fleming et al. (2010) sampled 909 participants from the Pacific Northwest region in the United States and found that those with a partner reported fewer frequencies of substance use (i.e., heavy drinking, marijuana use, and cigarette smoking) after high school than those who were single. Rothbard et al. (2005) surveyed 460 employees at large public universities in the United States and found that marital status statistically significantly and positively correlated with salary and work autonomy, with those with a partner having higher salaries and experiencing greater work autonomy than those who were single (correlation coefficients ranging from $r = .14$ to $.36$, $p < .05$). Pistole et al. (1995) surveyed 239 U.S. undergraduate students and found that those currently with a partner reported statistically significantly higher levels of satisfaction, rewards, and commitment and statistically significantly lower levels of cost and alternatives than those who currently were single and no longer in an important romantic relationship. Thoits (1982)

sampled 720 adults from a community mental health center in metropolitan New Haven and found that married individuals were statistically significantly less psychologically distressed by undesirable health-related events than single individuals. Similarly, Gove and Geerken (1977) interviewed 2,248 respondents 18 years or over residing in the 48 contiguous states and found that those with a partner were in better mental health (i.e., fewer psychiatric symptoms, higher self-esteem, and higher positive affect) than those who were single. Gove and Geerken (1977) further found that the aforementioned effect of marital status on mental health was not due to the following three response style biases: (a) affirmative or negative response tendencies, (b) perceived trait desirability of mental health symptoms, and (c) need for approval. Turner and Marino (1994) sampled 1,394 adult residents of the six boroughs comprising Metropolitan Toronto and found that being married in comparison to being unmarried was indicative of lower levels of both depressive symptoms and major depressive disorder.

Research has shown that the romantic relationship status of the parents (i.e., parents were divorced vs. parents were not divorced) affected their children's health and well-being (Parish & Osterberg, 1985; Roberts et al., 2005). Parish and Osterberg (1985) administered surveys to 164 U.S. undergraduate students and found that students whose parents were divorced reported statistically significantly higher negative parental ratings of the mother and father than students whose parents were not divorced. Roberts et al. (2005) administered surveys to 869 U.S. adolescent students and found that students whose parents were divorced reported statistically significantly higher levels of stress due

to family disruptions and stressful family events than students whose parents were not divorced.

Romantic Relationship Characteristics and Health and Well-Being

Research has shown that it was not whether one has a romantic partner or not that has been essential to health and well-being; but rather, what were important were the characteristics of the romantic relationship (Barelds & Barelds-Dijkstra, 2007; Barnett & Gareis, 2002; Crane, Allgood, Larson, & Griffin, 1990; Gove et al., 1983; Holt-Lunstad et al., 2008; Kurdek & Schmitt, 1986; Olsen, 1960; Ross, 1995; Wilcox & Nock, 2006). Barelds and Barelds-Dijkstra (2007) sampled 137 heterosexual Dutch couples who were married or living as married and found that partners who were friends first before they became lovers reported knowing each other statistically significantly better than partners who knew each other somewhat and fell in love reasonably soon and partners who fell in love at first sight when they met, $F(10, 534) = 27.22, p < .001$. Kurdek and Schmitt (1986) sampled 79 heterosexual couples and 100 gay/lesbian couples and found that dyadic attachment correlated statistically significantly and positively with liking and loving the partner and relationship satisfaction (correlation coefficients ranged from $r = .24$ to $.67, p < .01$). Crane et al. (1990) sampled 192 who were not seeking marital therapy and 110 who were clients seeking marital therapy for their marital problems and found that the couples who were seeking marital therapy were statistically significantly more distressed and reported less marital quality than the couples who were not seeking marital therapy. Crane et al. (1990) also found that the couples who were not seeking marital therapy were married statistically significantly longer and had statistically

significantly higher incomes than couples who were seeking marital therapy. Barnett and Gareis (2002) interviewed 98 female board certified physicians practicing in the Commonwealth of Massachusetts and found that marital role quality (i.e., quality of the relationship with a partner based on the rewarding and distressing aspects of the marital relationship) was statistically significantly and negatively correlated with work-family interference ($r = -.35, p < .05$).

Wilcox and Nock (2006) sampled 5,010 married couples from a national survey and found that wives who reported being happy with husbands' affection and understanding and who had husbands who spent quality time with them were statistically significantly happier with their marriage than wives who reported being unhappy with husbands' affection and understanding and who had husbands who did not spend quality time with them. Wilcox and Nock (2006) also found that wives who reported fairness in the division of household chores were statistically significantly happier with husbands' affection and understanding and had husbands who reported spending quality time with them than wives who reported unfairness in the division of household chores. Olsen (1960) interviewed 391 wives residing in various socioeconomic status areas in Omaha, Nebraska and found that romantic relationships with a companionship ideal (i.e., relationships characterized by a high degree of equality in the sharing of home responsibilities and decision making) had more equal divisions of household responsibilities between husbands and wives than romantic relationships with a traditional ideal (i.e., relationships characterized by husbands making the important decisions and by little sharing of home responsibilities).

Gove et al. (1983) sampled 2,268 from a national survey and found that being married in comparison to being unmarried was indicative of statistically significantly higher levels of overall home life satisfaction, mental health balance, overall happiness, and overall life satisfaction. Further analyses showed that it was marital happiness and not simply marital status that explained the statistically significant variation in mental health, with those happily married reported the highest levels of mental health followed by those unmarried and finally those unhappily married (Gove et al., 1983). Holt-Lunstad et al. (2008) sampled 303 adults and found that married individuals experienced greater life satisfaction and lower ambulatory blood pressure than unmarried individuals (Holt-Lunstad et al., 2008). However, regression analyses showed that as marital adjustment and marital satisfaction increased, life satisfaction increased whereas stress, depression, and blood pressure decreased and that those in marriages with low marital adjustment and low marital satisfaction had higher blood pressure in comparison to unmarried individuals (Holt-Lunstad et al., 2008). Ross (1995) sampled 2, 031 U.S. adults via a telephone survey and found that those married or living as married were statistically significantly less depressed than unmarried individuals. Further analyses showed that the lack of perceived emotional support from a partner explained why those unmarried were statistically significantly more depressed than those married or living as married and that those unhappy in their romantic relationship had the highest levels of depression, followed by those unmarried, moderately happy in their romantic relationship, and very happy in their romantic relationship, respectively (Ross, 1995).

Perceived Partner Support and Health and Well-Being

Social support from the work domain in the form of supervisory support, co-worker support, family-supportive-family-responsive organizational cultures correlated statistically significantly and negatively with work-to-family conflict, depression, employment-related guilt, life dissatisfaction, job dissatisfaction, somatic complaints, role ambiguity, role conflict, work overload, interpersonal conflict, job frustration, work stress, and emotional anxiety (Aycan & Eskin, 2005; Ganster et al., 1986; King et al., 1995; Luszczynska & Cieslak, 2005). Based on samples of employees from the Turkish banking industry ($N = 434$), U.S. contracting firms ($N = 326$), employees enrolled in a U.S. university-based extended learning program ($N = 163$), and Polish organizations ($N = 152$), correlation coefficients ranged from $r = -.12$ to $-.66$, $p < .05$ (Aycan & Eskin, 2005; Ganster et al., 1986; King et al., 1995; Luszczynska & Cieslak, 2005). Social support from the work domain in the form of supervisory support, co-worker support, family-supportive-family-responsive organizational cultures correlated statistically significantly and positively with marital satisfaction, time spent with children, job satisfaction, life satisfaction, work performance, helping work behavior, job motivation, and job autonomy (Aycan & Eskin, 2005; King et al., 1995; Ten Brummelhuis & Van der Lippe, 2010). Based on samples of employees from the Turkish banking industry ($N = 434$), employees enrolled in a U.S. university-based extended learning program ($N = 163$), and Dutch organizations ($N = 520$), correlation coefficients ranged from $r = .10$ to $.42$, $p < .05$ (Aycan & Eskin, 2005; King et al., 1995; Ten Brummelhuis & Van der Lippe, 2010).

Social support from the family domain in the form of family and friend support correlated statistically significantly and negatively with family-to-work conflict, depression, life dissatisfaction, somatic complaints, role ambiguity, role conflict, work overload, interpersonal conflict (Aycan & Eskin, 2005; Ganster et al., 1986; King et al., 1995). Based on samples of employees from the Turkish banking industry ($N = 434$), U.S. contracting firms ($N = 326$), and employees enrolled in a U.S. university-based extended learning program ($N = 163$), correlation coefficients ranged from $r = -.17$ to $-.38$, $p < .05$ (Aycan & Eskin, 2005; Ganster et al., 1986; King et al., 1995). Social support from the family domain in the form of family and friend support correlated statistically significantly and positively with life satisfaction, satisfaction with parenthood, marital satisfaction, and work satisfaction (Aycan & Eskin, 2005; King et al., 1995; Luszczynska & Cieslak, 2005). Based on samples of employees from the Turkish banking industry ($N = 434$), employees enrolled in a U.S. university-based extended learning program ($N = 163$), and Polish organizations ($N = 152$), correlation coefficients ranged from $r = .16$ to $.63$, $p < .05$ (Aycan & Eskin, 2005; King et al., 1995; Luszczynska & Cieslak, 2005).

Researchers have argued that marital status impacts the social support needed and available to an individual and that the romantic partner is likely to be a provider of social support because of the interdependent nature of the romantic relationship (Dehle, Larsen, & Landers, 2001; Descartes, 2007; Levitt, Weber, & Clark, 1986). Although individuals in romantic relationships have access to different forms of social support, researchers have argued that the effectiveness of the different sources of social support may vary and

that support from the partner in a romantic relationship may supersede the effectiveness of other forms of social support. Researchers have acknowledged that it has become common practice in the assessment of support in a romantic relationship to assess perceptions of the availability and adequacy of support provided by one's partner (i.e., perceived partner support) and to assess the number or quality of supportive behaviors actually received by one's partner (i.e., received partner support); however, researchers have argued that assessing recipients' perceptions regarding the provision of social support has grown in popularity because not all attempts at support by the provider may not be viewed as supportiveness by the recipient (Dehle et al., 2001; Zimmer-Gembeck & Ducat, 2010).

Research findings have supported the aforementioned arguments (Descartes, 2007; Levitt et al., 1986; Zimmer-Gembeck & Ducat, 2010). Descartes' findings from her 2007 study based on 432 residents from Culver City, California showed that married individuals received statistically significantly less social support from others outside the house than single individuals (Descartes, 2007), and Descartes (2007) concluded that this pattern was likely due to married individuals' reliance on their spouse for the provision of social support. Based on a sample of 43 mothers with 13-month-old infants, Levitt et al. (1986) found that the mean number of emotional support provided by the partner was statistically significantly higher than the mean number of emotional support provided by grandmothers, who were another primary source of support for mothers ($M_{Partner} = 4.2$, $M_{grandmother} = 2.5$, $t(38) = 5.13$, $p < .001$). Findings from Zimmer-Gembeck and Ducat's 2010 study based on 148 heterosexual couples involved in a romantic

relationship for at least one month showed that partners' self-reported attempts at providing support to their partner were high and not statistically significantly different in shorter length relationships (relationship length < 12 months) and longer length relationship (relationship length > 12 months) but found that agreement between the partners about the provision of partner support was statistically significantly higher in longer length relationship than in shorter length relationships.

Researchers have argued that individuals with a partner experience better overall well-being than those without a partner due to social support offered by the partner that buffers individuals from physical and mental illness, and researchers have found support for their arguments by identifying statistically significant relationships between partner support and practically significant life outcomes (Aycan & Eskin, 2005; Dehle et al., 2001; Frone & Yardley, 1996; Levitt et al., 1986; Ross, Mirowsky, & Goldsteen, 1990; Ross, 1995; Turner & Marino, 1994). Perceived partner support correlated statistically significantly and positively with quality of marital adjustment, marital satisfaction, social desirability, relationship satisfaction, help satisfaction, life satisfaction, affect, and satisfaction with parenthood. Based on samples of employees from dual earning families from the Turkish banking industry with at least one child between the ages of 0 and 6 years ($N = 434$), U.S. married individuals from undergraduate courses ($N = 212$), and U.S. mothers with 13-month-old infants ($N = 43$), correlation coefficients ranged from $r = -.18$ to $-.63$, $p < .05$ (Aycan & Eskin, 2005; Dehle et al., 2001; Levitt et al., 1986). Perceived partner support correlated statistically significantly and negatively with family-to-work conflict, depression, employment-related guilt, marital quality, and perceived life

stress. Based on samples of employees from dual earning families from the Turkish banking industry with at least one child between the ages of 0 and 6 years ($N = 434$), U.S. married individuals from undergraduate courses ($N = 212$), Canadian employees from a mid-sized financial service who had children living at home ($N = 252$), correlation coefficients ranged from $r = -.13$ to $-.41$, $p < .05$ (Aycan & Eskin, 2005; Dehle et al., 2001; Frone & Yardley, 1996).

Results from structural equation modeling based on a sample of 434 Turkish banking employees from dual earning families with at least one child between the ages of 0 and 6 years showed that perceived partner support were statistically significantly and negatively related to family-to-work conflict and significantly statistically and positively related to both psychological well-being (i.e., greater life satisfaction and lower depression) and marital satisfaction for both men and women (Aycan & Eskin, 2005). Results from regression analyses based on a sample of 2, 031 U.S. adults showed that those legally married or living as married and those who reported statistically significantly higher levels of perceived partner support were statistically significantly less distressed than those unmarried and those who reported statistically significantly lower levels of perceived partner support (Ross, 1995). Results further showed that adjusting for perceived partner support reduced the effect of marital status on physical and psychological well-being (Ross, 1995). Similarly, results from regression and logistics analyses based on a sample of 1,394 Canadian adult residents showed that being married and perceiving higher levels of partner support in comparison to being unmarried and perceiving lower levels of partner support were indicative of lower levels of both

depressive symptoms and major depressive disorder and that adjusting for perceived partner support reduced the effect of marital status on physical and psychological well-being (Turner & Marino, 1994).

According to Barry et al. (2009), researchers have lacked agreement about how to conceptualize perceived partner social support. Due to this lack of agreement, Barry et al. (2009) sought to generate a set of support types that could be used as a measure of perceived partner social support that would generalize across dating and married couples, across men and women, and across time within a given intimate relationship. Barry et al. (2009) sampled 668 students enrolled in introductory psychology courses at a public Midwestern university who had been in exclusive heterosexual romantic relationships lasting at least 2 months and 101 newlywed couples married less than 6 months and in their first marriage from cities, small towns, and rural areas in the Midwest. Barry et al. (2009) conducted confirmatory and exploratory factor analyses and found that a multidimensional conceptualization of perceived partner support was reliable and valid and that a four-factor structure best conceptualized perceived partner support. Barry et al. (2009) found that the four support types constituting the four-factor structure of perceived partner support generated were *esteem/emotional support* (i.e., providing reassurance, love, affection, validation, and showing confidence in the partner's abilities), *physical comfort support* (i.e., providing physical comfort), *informational support* (i.e., providing information and advice), and *instrumental/tangible support* (i.e., providing direct or indirect assistance in solving the problem).

Romantic Relationship Interdependence

Granrose, Parasuraman, and Greenhaus (1992) and Shumaker and Brownell (1984) have proposed that the characteristics of the romantic relationship can influence the desire of a partner to provide social support. Granrose et al. (1992) have suggested that marital satisfaction and family commitment are two contextual characteristics of the marital relationship that can influence the partner support exchange process. Ahmed et al. (2011) have proposed that social exchanges foster feelings of interdependence among individuals and that feelings of interdependence serve as a basis for the provision of social support. Blau (1964) and Nakonezny and Denton (2008) have proposed that a sense of solidarity within the romantic relationship develops. The applicability of the investment model in explaining relationship quality and romantic relationship interdependence has been supported by examining the romantic relationship using the dimensions of the investment model (Davidovich, Wit, & Stroebe, 2006; Davis, Williams, Emerson, & Hourd-Bryant, 2000; Le & Agnew, 2003; Panayiotou, 2005; Rhatigan, & Axsom, 2006; Rusbult, 1983; Rusbult & Farrell, 1983; Rusbult, Johnson, & Morrow, 1986; Rusbult & Martz, 1995; Rusbult et al., 1998).

Research has shown statistically significant and positive correlations between commitment and satisfaction and investment, with correlation coefficients ranging from $r = .12$ to $.90$, $p < .05$, and a statistically significant and negative correlation between commitment and quality of alternatives, with correlation coefficients ranging from $r = -.17$ to $-.80$, $p < .01$ (Davidovich et al., 2006; Davis et al., 2001; Le & Agnew, 2003; Panayiotou, 2005; Rusbult & Farrell, 1983; Rusbult et al. 1986; Rusbult et al., 1998). Research has also shown that satisfaction, investment, and quality of alternative

statistically significantly predicted variance in commitment (Davis et al., 2000; Le & Agnew, 2003; Panayiotou, 2005; Rhatigan, & Axsom, 2006; Rusbult & Martz, 1995). Partners who reported higher levels of satisfaction and investment and lower levels of quality of alternatives were statistically significantly more committed to the relationship than partners who reported lower levels of satisfaction and investment and higher levels of quality of alternatives (Davis et al., 2000; Le & Agnew, 2003; Panayiotou, 2005; Rusbult et al. 1986).

Research based on samples of African American attendees at the National Association of Black MBAs who were single and currently dating ($N = 135$), heterosexual individuals who were currently involved in a romantic relationship from the country of Cyprus ($N = 110$), and U.S. undergraduates involved in a dating relationship ($N = 347$) has shown that satisfaction, investment, quality of alternatives, and commitment correlated statistically significantly and positively with relationship outcomes (Davis et al., 2000; Panayiotou, 2005; Rusbult, 1983; Rusbult et al., 1998). Satisfaction, investment, and commitment correlated statistically significantly and positively with the partner's romantic ideal, partner's level of physical attractiveness, dyadic adjustment, relationship closeness, inclusion of other in the self, trust level, liking and loving the partner, the seriousness of the current relationship as compared to previous relationships, and the seriousness of the current relationship as compared to a serious relationship that leads to marriage. Correlation coefficients ranged from $r = .14$ to $.71$, $p < .05$ (Davis et al., 2001; Panayiotou, 2005; Rusbult et al., 1998). Satisfaction and investment correlated statistically significantly and positively with waiting loyally for

things to improve, with correlation coefficients ranging from $r = .22$ to $.29$, $p < .05$ (Panayiotou, 2005). Commitment and investment correlated statistically significantly and positively with duration of the relationship, with correlation coefficients ranging from $r = .15$ to $.36$, $p < .01$ (Rusbult, 1983; Rusbult et al., 1998). Satisfaction correlated statistically significantly and positively with efforts to resolve a problem was statistically significantly and positively correlated, with $r = .37$, $p < .01$ (Panayiotou, 2005). Quality of alternatives correlated statistically significantly and positively with leaving the relationship or acting in a way that threatens it and allowing the relationship to deteriorate by not combating problems, with correlation coefficients ranging from $r = .22$ to $.23$, $p < .05$ (Panayiotou, 2005).

Research also has shown that satisfaction, investment, quality of alternatives, and commitment correlated statistically significantly and negatively with relationship outcomes (Davis et al., 2000; Panayiotou, 2005; Rusbult et al., 1998). Satisfaction correlated statistically significantly and negatively with the partner's level of disagreement with one's partner on sexual relations and allowing the relationship to deteriorate by not combating problems, with correlation coefficients ranging from $r = -.33$ to $-.46$, $p < .01$ (Davis et al., 2001; Panayiotou, 2005). Quality of alternatives correlated statistically significantly and negatively with efforts to resolve a problem, dyadic adjustment, relationship closeness, inclusion of other in the self, trust level, and liking and loving the partner (Panayiotou, 2005; Rusbult et al., 1998). Correlation coefficients ranged from $r = -.12$ to $-.46$, $p < .05$ based on samples of 135 African American attendees at the National Association of Black MBAs who were single and

currently dating, 110 heterosexual individuals who were currently involved in a romantic relationship from the country of Cyprus, and 313 U.S. undergraduates involved in a dating relationship (Davis et al., 2001; Panayiotou, 2005; Rusbult et al., 1998).

Research has shown that satisfaction, investment, quality of alternatives, and commitment were related statistically significantly with relationship behaviors and relationship persistence (Davidovich et al., 2006; Le & Agnew, 2003; Rusbult, 1983; Rusbult & Martz, 1995; Rusbult et al., 1998). Davidovich et al. (2006) used data from a sample 139 gay men living in the Amsterdam metropolitan area and found that satisfaction, investment, and commitment predicted statistically significantly variance in safe sex behaviors. Regression analyses showed that partners who reported higher levels of satisfaction and commitment and lower levels of investment engaged statistically significantly more in safe sex behaviors than partners who reported lower levels of satisfaction and commitment and higher levels of investment (Davidovich et al., 2006). Based on samples of 347 undergraduates involved in a dating relationship and 100 women who sought help from battered women's service organizations, Rusbult (1983), Rusbult and Martz (1995), and Rusbult et al. (1998) found that partners who reported higher levels of satisfaction, investment, and commitment and lower levels of quality of alternatives reported statistically significantly greater frequencies of the relationship persisting than partners who reported lower levels of satisfaction, investment, and commitment and higher levels of quality of alternatives. Rusbult (1983), Rusbult and Martz (1995), and Rusbult et al. (1998) also found that the relationships between relationship persistence and satisfaction, investment, and quality of alternatives were

mediated by commitment. Le and Agnew (2003) performed a meta-analysis based on 60 samples and 52 studies that used commitment to predict relationship persistence and found that commitment predicted statistically significantly variance in relationship persistence. Partners who reported higher levels of commitment reported statistically significantly greater frequencies of the relationship persisting than partners who reported lower levels of commitment (Le & Agnew, 2003).

Work-Family Conflict

Researchers have identified family-related and work-related antecedents of work-family conflict based on samples of 320 married managerial employees from 6 Hong Kong organizations from diverse industries and 631 blue-collar and white-collar U.S. employees employed at least 20 hours per week who were married or living as married and/or had children living at home (Aryee et al., 1999; Frone et al., 1992). Aryee et al. (1999) and Frone et al. (1992) both found that job stressors/conflict, family stressors/conflict, job involvement, and family involvement were antecedents of work-family conflict. Work-to-family conflict correlated statistically significantly and positively with job stressors/conflict and family stressors/conflict, with correlation coefficients ranging from $r = .23$ to $.44$, $p < .05$ (Aryee et al., 1999; Frone et al., 1992). In contrast, family-to-work conflict correlated statistically significantly and positively with job stressors/conflict, family stressors/conflict, job involvement, and family involvement, with correlation coefficients ranging from $r = .16$ to $.29$, $p < .05$ (Aryee et al., 1999; Frone et al., 1992).

Researchers also have identified family-related and work-related consequences of work-family conflict based on samples of 320 married managerial Hong Kong employees, 366 U.S. women who had at least one adolescent aged 13 to 16 and employed at least 20 hours per week, 631 blue-collar and white-collar U.S. employees employed at least 20 hours per week who were married or living as married and/or had children living at home, and 146 academic staff members of a Dutch university (Aryee et al., 1999; Frone, Barnes, et al., 1994; Frone et al., 1992; Frone, Russell, et al., 1994; Van Hooff et al., 2006). Frone et al. (1992), Frone, Barnes, et al. (1994), Frone, Russell, et al. (1994) found that job dissatisfaction, family dissatisfaction, psychological distress, job distress, family distress, and depression were outcomes of both work-to-family conflict and family-to-work conflict and correlated statistically significantly and positively with work-to-family conflict and family-to-work conflict (correlation coefficients ranged from $r = .14$ to $.42$, $p < .05$). Aryee et al. (1999) found that family satisfaction and life satisfaction were outcomes of work-to-family conflict and correlated statistically significantly and negatively with work-to-family conflict (correlation coefficients ranged from $r = -.20$ to $-.38$, $p < .05$) and that job satisfaction was an outcome of family-to-work conflict and correlated statistically significantly and negatively with family-to-work conflict ($r = -.16$, $p < .05$). Additional negative outcomes of work-family conflict identified have been sleep disruptions, fatigue, and substance abuse (Frone, Barnes, et al., 1994; Van Hooff et al., 2006). Frone, Barnes, et al. (1994) found that work-to-family conflict correlated statistically significantly and positively with frequency of heavy drinking and cigarette use, with correlation coefficients ranging from $r = .11$ to $.13$, $p < .05$. Van Hooff et al.

(2006) found that both daily and global work-home interference/conflict correlated statistically significantly and positively with sleep disruptions and fatigue, with correlation coefficients ranging from $r = .63$ to $.42$, $p < .01$.

Research based on samples of 2,248 U.S. employees, 144 U.S. probation and parole officers, 100 business professors from private and public U.S. universities, 153 New Zealand staff members, and 112 police employees in the north of England has shown that work-family conflict correlated statistically significantly with work-related and family-related variables (Anderson et al., 2002; Boles et al., 2001; Desrochers et al., 2005; Smith & Gardner, 2007; Willis et al., 2008). Work-to-family conflict and family-to-work conflict both correlated statistically significantly and positively with negative career consequences, career damage, work time demands, intentions to leave the organizations, satisfaction with job in general, satisfaction with pay, satisfaction with work, and satisfaction with supervision (Anderson et al., 2002; Boles et al., 2001; Smith & Gardner, 2007). Correlation coefficients ranged from $r = .10$ to $.46$, $p < .05$ (Anderson et al., 2002; Boles et al., 2001; Smith & Gardner, 2007). Work-to-family conflict and family-to-work conflict also correlated statistically significantly and positively with family demands/responsibilities, with correlation coefficients ranging from $r = .08$ to $.10$, $p < .01$ (Anderson et al., 2002). Work-to-family conflict and family-to-work conflict both correlated statistically significantly and negatively with manager support and supervisor support and job satisfaction (Anderson et al., 2002; Boles et al., 2001; Smith & Gardner, 2007). Correlation coefficients ranged from $r = -.11$ to $-.42$, $p < .05$ (Anderson et al., 2002; Boles et al., 2001; Smith & Gardner, 2007). Work-to-family conflict correlated

statistically significantly and negatively with satisfaction with promotion, $r = -.25, p < .01$, and statistically significantly and positively with hours worked per week, work effort-work rewards imbalance, overcommitment to the job, and distractions at home with correlation coefficients ranging from $r = .22$ to $.39, p < .05$ (Boles et al., 2001; Desrochers et al., 2005; Willis et al., 2008). In contrast, family-to-work conflict correlated statistically significantly and negatively correlated with satisfaction with co-workers, $r = -.20, p < .05$ (Boles et al., 2001).

Research based on samples of 2,248 U.S. employees and 112 police employees in the north of England has shown that work-family conflict correlated statistically significantly with physical and mental health (Anderson et al., 2002; Willis et al., 2008). Work-to-family conflict and family-to-work conflict correlated statistically significantly and positively with stress, correlation coefficients ranging from $r = .40$ to $.63, p < .01$ (Anderson et al., 2002). Work-to-family conflict correlated statistically significantly and negatively correlated with personal accomplishment, $r = -.27, p < .01$, and statistically significantly and positively correlated with emotional exhaustion and depersonalization, with, correlation coefficients ranging from $r = .45$ to $.53, p < .01$ (Willis et al., 2008).

Research has shown that romantic relationship status is a contextual factor that correlated statistically significantly with work-family conflict (Olson-Buchanan & Boswell, 2006; Webber et al, 2010). However, research has not consistently shown a statistically significant relationship between romantic relationship status and work-family conflict (Frone, Barnes, et al., 1994; Grandey & Cropanzano, 1999; Matthews & Barnes-Farrell, 2010; Kreiner, 2006). Olson-Buchanan and Boswell (2006) and Webber et al.

(2010) found that employees who were married or living as married experienced statistically significantly more work-family conflict than employees who were unmarried for employee samples in academic and non-academic positions from an Australian university and a U.S. On the other hand, Frone, Barnes, et al. (1994); Grandey and Cropanzano (1999), Matthews and Barnes-Farrell (2010); and Kreiner (2006) sampled U.S. employees from a variety of academic and nonacademic positions and did not find a statistically significant relationship between romantic relationship status and work-family conflict.

A Model of Romantic Love and Work-Family Conflict

Perceived partner support, romantic relationship interdependence, and work-family conflict are the three latent variables of interest which relate to social exchange theory, the investment model, and role theory, respectively. Perceived partner support, romantic relationship interdependence, and work-family conflict) are represented in Figure 1 as ellipses. The dimensions of perceived partner support (i.e., esteem/emotional support, physical comfort support, informational support, and instrumental/tangible partner support), romantic relationship interdependence (i.e., satisfaction, quality of alternatives, investment, and commitment), and work-family conflict (i.e., work-to-family conflict and family-to-work conflict) are the observed variables that were used to measure perceived partner support, romantic relationship interdependence, and work-family conflict. The eight observed variables of interest are represented in Figure 1 as rectangles.

Based on previous partial empirical support and social exchange theory and role theory, Figure 1 depicts the hypothesized relationships among perceived partner support, romantic relationship interdependence, and work-family conflict.

Summary and Transition

Research has shown that romantic relationship status is a contextual factor that has correlated statistically significantly with work-family conflict (Olson-Buchanan & Boswell, 2006; Webber et al. 2010). Research has shown that employees with a partner experienced more work-family conflict than employees without a partner (Olson-Buchanan & Boswell, 2006; Webber et al., 2010). However, research has not consistently shown a statistically significant relationship between romantic relationship status and work-family conflict (Frone, Barnes, et al., 1994; Grandey & Cropanzano, 1999; Matthews & Barnes-Farrell, 2010; Kreiner, 2006). These studies assessed the strength of the relationship between relationship status and work-family conflict but did not take into account the characteristics of the romantic relationship, which is a limitation of studies trying to determine the impact of being involved in a romantic relationship on aspects of adult living (Gove et al., 1983; Holt-Lunstad, Birmingham, & Jones, 2008; Ross, 1995).

Research has shown it simply is not romantic relationship status; but rather, characteristics of the romantic relationship that have been essential to health and well-being (Gove et al., 1983; Holt-Lunstad et al., 2008; Ross, 1995). Research has supported hypotheses that perceived partner support would be statistically significantly and negatively related to work-family conflict (Aycan & Eskin, 2005; Ganster et al., 1986;

King et al., 1995). Figure 1 depicts hypotheses based on previous partial empirical support, social exchange theory, and role theory that esteem/emotional support, physical comfort support, informational support, and instrumental/tangible support are related statistically significantly and negatively to work-to-family conflict and family-to-work conflict. Using social exchange theory as theoretical basis, researchers have proposed that characteristics of the romantic relationship, such as marital satisfaction, family commitment, romantic relationship interdependence, and sense of solidarity within the romantic relationship, influence the desire of a partner to provide social support (Ahmed et al., 2011; Blau, 1964; Granrose et al., 1992; Nakonezny & Denton, 2008). Research has supported the use of the investment model as a theoretical basis to examine the sense of solidarity within the romantic relationship and romantic relationship interdependence by examining satisfaction, quality of alternatives, investment, and commitment (Davidovich, Wit, & Stroebe, 2006; Davis, Williams, Emerson, & Hourd-Bryant, 2000; Le & Agnew, 2003; Panayiotou, 2005; Rhatigan, & Axsom, 2006; Rusbult, 1983; Rusbult & Farrell, 1983; Rusbult, Johnson, & Morrow, 1986; Rusbult & Martz, 1995; Rusbult et al., 1998).

Figure 1 depicts the hypotheses based on social exchange theory and the investment model that esteem/emotional support, physical comfort support, informational support, and instrumental/tangible support are related positively to satisfaction, investment, and commitment and negatively to quality of alternatives. Although there are theoretical bases for doing so, one limitation of extant research is that, to date, no one has examined the relationships between other specific characteristics of the romantic

relationship besides perceived partner support and work-family conflict. Specifically, what we do not know is what relationships exist between perceived partner support and romantic relationship interdependence and work-family conflict. Figure 1 depicts the conceptual model tested in this study assessing the hypothesized relationship between perceived partner support as measured by the four dimensions of perceived partner support (i.e., esteem/emotional support, physical comfort support, informational support, and instrumental/tangible partner support) and work-family conflict as measured by the two dimensions of work-family conflict (i.e., work-to-family conflict and family-to-work conflict) mediated by romantic relationship interdependence as measured by the four dimensions of romantic relationship interdependence (i.e., satisfaction, quality of alternatives, investment, and commitment).

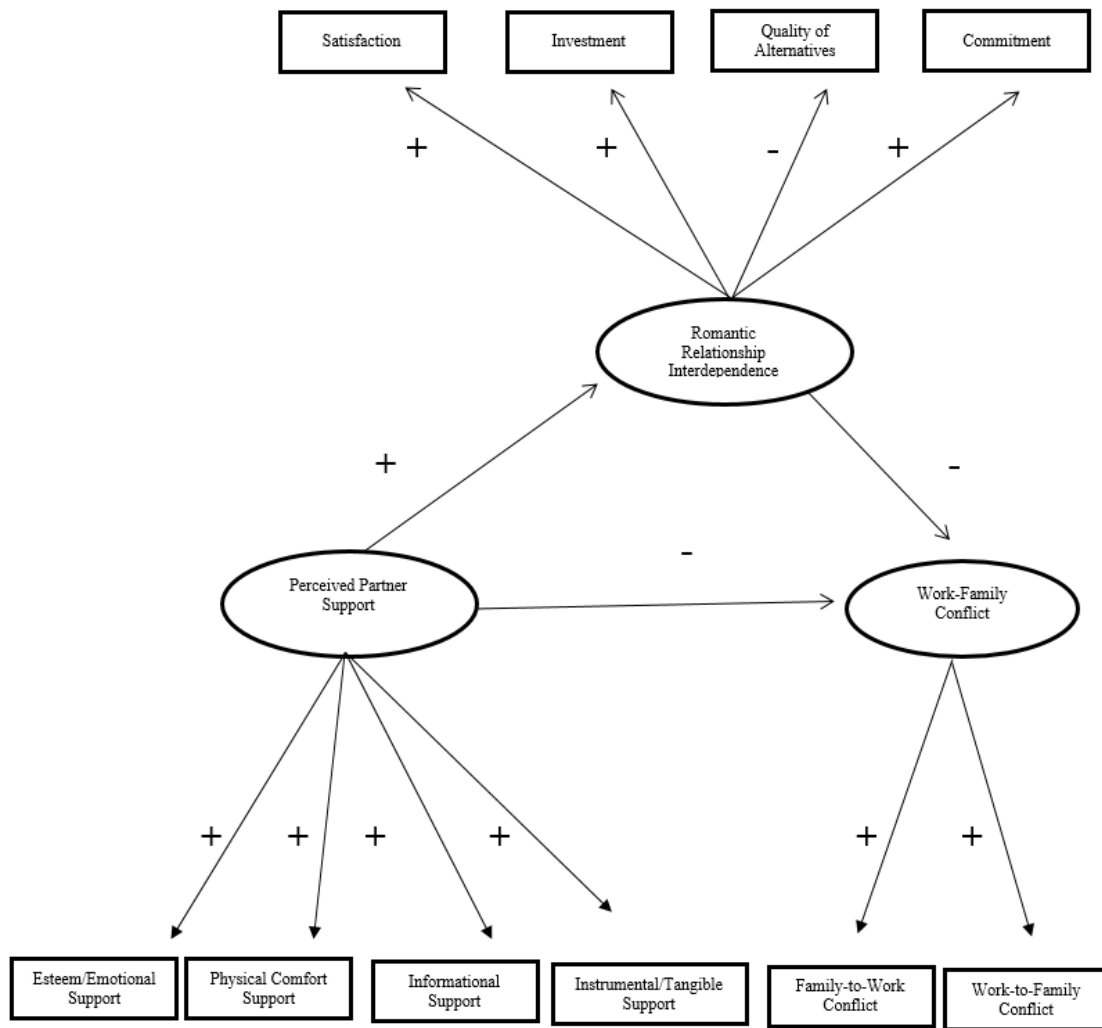


Figure 1. Conceptual model tested assessing the relationship between perceived partner support and work-family conflict mediated by romantic relationship interdependence.

Pluses and minuses represent the direction of hypothesized relationships

This non-experimental cross-sectional survey study, in which I collected quantitative data, sought to fulfill the purposes of the study to address the aforementioned gaps in the literature. The first purpose of this study was to examine the extent to which perceived partner support and romantic relationship interdependence are related to work-family conflict. The second purpose of this study was to examine the extent to which perceived partner support and romantic relationship interdependence explain unique variance in work-family conflict. The final purpose of this study was to examine the extent to which romantic relationship interdependence mediates the relationship between perceived partner support and work-family conflict as proposed and advanced by the social exchange theory. In Chapter 3, I discuss the research design and methodology, and I address threats to validity and necessary ethical considerations. In Chapter 4, I describe the data collection process and the results of the study. I provide an interpretation of the findings, and I address the limitations of the study in Chapter 5. I also offer recommendations for further research and the implications for positive social change in Chapter 5.

Chapter 3: Research Method

Introduction

The first purpose of this quantitative study was to examine the extent to which perceived partner support and romantic relationship interdependence are related to work-family conflict. The second purpose of this quantitative study was to examine the extent to which perceived partner support and romantic relationship interdependence explain unique variance in work-family conflict. The final purpose of this quantitative study was to examine the extent to which romantic relationship interdependence mediates the relationship between perceived partner support and work-family conflict.

In this chapter, I address the research design and rationale of the study. In this section, I state the study's variables, identify the research design and its connection to the research questions, explain any time and resource constraints consistent with the design choice, and describe how the design choice is consistent with research designs needed to advance knowledge in the discipline.

Also, in this chapter, I discuss the methodology. In this section, I include information pertinent to the population; sampling and sampling procedures; procedures for recruitment, participation, and data collection; instrumentation and operationalization of constructs, instrumentation and materials. Finally, I address threats to validity in this chapter, where the protection of the human participants and other necessary ethical considerations are covered as well as a transition into Chapter 4.

Research Design and Rationale

The research design was a non-experimental cross-sectional design in which I collected quantitative data. Independent variables were the four dimensions of perceived partner support (i.e., esteem/emotional, physical comfort, information, and instrumental/tangible partner support) and the four dimensions of romantic relationship interdependence (i.e., satisfaction, quality of alternatives, investment, and commitment). Dependent variables were the two dimensions of work-family conflict (i.e., work-to-family conflict and family-to-work conflict). I collected quantitative data using multiple scales from established instruments to answer the three research questions I posed. First, I questioned if the dimensions of perceived partner support (i.e., esteem/emotional support, physical comfort support, informational support, and instrumental/tangible partner support) and the dimensions of romantic relationship interdependence (i.e., satisfaction, quality of alternatives, investment, and commitment) are related to the dimensions of work-family conflict (i.e., work-to-family conflict and family-to-work conflict). Second, I questioned if the dimensions of perceived partner support (i.e., esteem/emotional support, physical comfort support, informational support, and instrumental/tangible partner support) and the dimensions of romantic relationship interdependence (i.e., satisfaction, quality of alternatives, investment, and commitment) explain unique variance in the dimensions of work-family conflict (i.e., work-to-family conflict and family-to-work conflict). Third, I questioned if romantic relationship interdependence mediates the relationship between perceived partner support types and work-family conflict. A non-experimental cross-sectional research design that entails the

use of surveys was suited for this study because it allowed for the relationships among the variables of interest linked to the research questions to be examined in a fast, inexpensive, flexible, and confidential way without manipulating any of the variables.

Methodology

Population, Sample, and Sampling Procedures

The population of interest was adult employees in current occupational levels ranging from entry level positions to executive level positions who were currently involved in a romantic relationship, regardless of the type or duration of the romantic relationship. The sample consisted of participants recruited from a specific company located in Southwest Louisiana. An equal opportunity employer of a diverse workforce of approximately 1,500 adult associates (i.e., associates 18 years or older), the specific company selected as the data collection site is a manufacturer and distributor of jewelry and jewelry-related products for the jewelry industry. Gaining access to the site and sample was accomplished by requesting permission from the company's human resource executive director. The sampling procedure for drawing the sample was based on the access to the population and the participants' willingness and availability to participate. Due to variations in the access to the population and the willingness and availability of the employees to participate in the study, the use of a convenience sample was most appropriate for the current study. The convenience sample consisted of adult employees in current occupational levels ranging from entry level positions to chiefs who were currently involved in a romantic relationship, regardless of the type or duration of the romantic relationship. Sample size required for a specified alpha (i.e., α ; significance

criterion), power (i.e., $1 - \beta$; test sensitivity), and effect size (i.e., strength and magnitude of a statistical relationship and phenomenon) was determined using Cohen's (1992) specifications, G*Power software (Information Technologies, Inc., 2014), and Soper's (2014) web-based statistics calculator.

In order to avoid committing a Type I error (i.e., α ; the probability of incorrectly rejecting the null hypothesis) or Type II error (i.e., β ; the probability of failing to reject a false null hypothesis), Cohen (1992) specified an alpha of .05 and a power is .80, respectively. Cohen (1992) stated that a medium effect size represents an effect likely to be visible to a careful observer and approximates the average size of observed effects in various fields. For data analyses consisting of correlation analyses, the average effect sizes for the dimensions of perceived partner support, romantic relationship interdependence, and work-family conflict were $r = .30$, $.38$ and $.25$, respectively (Aryee et al., 1999; Aycan & Eskin, 2005; Boles et al., 2001; Frone et al., 1992; Frone, Barnes, et al., 1994; Frone, Russell, et al., 1994; King et al., 1995; Rusbult et al., 1998). Cohen (1992) specified a medium effect size of $r = .30$ for data analysis plans consisting of correlation and SEM and a medium effect size of $f^2 = .15$ for data analysis plans consisting of regression analyses. According to Cohen (1992) and G*Power software (Information Technologies, Inc., 2014), the minimum sample size for data analysis plans consisting of correlation analyses with a specified medium effect size of $r = .30$, an alpha of .05, and a power of .80 is 84. According to Soper's (2014) web-based statistics calculator, the minimum sample size for data analysis plans consisting of SEM with a specified medium effect size of $r = .30$, an alpha of .05, and a power of .80 is 156.

According to Cohen (1992), G*Power software (Information Technologies, Inc., 2014), and Soper's (2014) web-based statistics calculator, the minimum sample size for data analysis plans consisting of regression analyses with a specified medium effect size of $f^2 = .15$, an alpha of .05, and a power of .80 is 109. Based on power analyses, the targeted sample for this study consisted of a minimum of 156 participants, recruited from a specific company located in Southwest Louisiana.

Because the minimum targeted sample size of 156 participants could not be reached by recruiting from a specific company located in Southwest Louisiana, non-supervisory and management employees, regardless of tenure, who were currently involved in a romantic relationship, regardless of the type or duration of the romantic relationship were recruited from SurveyMonkey Contribute. SurveyMonkey Contribute is a recruiting method offered by SurveyMonkey that allows a researcher to recruit participants from the United States, the United Kingdom, and Australia through SurveyMonkey based on specific targeted attributes (e.g., gender, age, income, employment status) to take surveys for a charitable donation made to a participant's chosen charity and a chance to win a sweepstakes prize (SurveyMonkey, Inc., 2014).

Procedures for Recruitment, Participation, and Data Collection

Adult employees (i.e., associates 18 years or older) in current occupational levels ranging from entry level positions to executive level positions who were currently involved in a romantic relationship, regardless of the type or duration of the romantic relationship were recruited as participants. Participants were screened to ensure that they matched the targeted criteria of being an adult employee currently involved in a romantic

relationship by indicating whether or not they were adult employees currently involved in a romantic relationship. Participants were recruited from a specific jewelry manufacturing and distribution company located in Southwest Louisiana with a diverse workforce of approximately 1,500 adult associates. Participants were recruited via a recruitment announcement, and the recruitment announcement was communicated in the forms of research recruitment flyers posted in the various entrance/exit areas of the company (Appendix A), a Facebook posting posted on the company's associate network page (Appendix B), and an email transmitted through the company's email system (Appendix C). The recruitment announcement directed participants to a link that provided participants with an informed consent form (Appendix D) and the study's surveys. Participants were provided informed consent by including the following information in the informed consent form: (a) an explanation of the voluntary and private nature of the study, (b) a statement that no compensation would be provided for participation in the study, (c) background information regarding the study and relevant contact information in case of questions, and (d) a description of the study's procedures and the risks and benefits of being in the study.

Participants were informed that submission of the completed surveys indicated consent to participate. Participants were informed that all questions needed to be answered to ensure the accuracy of the data by using only fully completed surveys. Participants also were informed that they could discontinue participation at any time if there were questions they didn't want to answer. Participants were asked to print or email a copy of the informed consent for their records. A reminder recruitment announcement

reminding participants of the invitation to take part in a voluntary research study was made two weeks following the initial announcement, and the recruitment announcement was communicated in the forms of Facebook postings posted on the company's associate network page (Appendix D).

Participants were recruited from SurveyMonkey Contribute as a backup plan for recruitment because the targeted sample size of 156 participants could not be reached by recruiting from a specific company located in Southwest Louisiana. SurveyMonkey Contribute members whose profile indicated that they were an adult employee currently involved in a romantic relationship were recruited to participate in my study via an email letting them know a new survey was available and via the survey being placed on the members' dashboard. Participants recruited from SurveyMonkey Contribute were provided with an informed consent form and the study's surveys once the study was accessed. Participants were provided informed consent by including the following information in the informed consent form: (a) an explanation of the voluntary and private nature of the study, (b) a statement that no compensation would be provided for participation in the study, (c) background information regarding the study and relevant contact information in case of questions, and (d) a description of the study's procedures and the risks and benefits of being in the study. Participants were informed that submission of the completed surveys indicated consent to participate. Participants were informed that all questions needed to be answered to ensure the accuracy of the data by using only fully completed surveys. Participants also were informed that they could

discontinue participation at any time if there were questions they didn't want to answer. Participants were asked to print or email a copy of the informed consent for their records.

I collected quantitative data via the submission of the completed online surveys, which consisted of a demographic data survey and multiple scales from established instruments. SurveyMonkey (SurveyMonkey, Inc., 2014) was the online survey software that was used to administer the online surveys. Participants completed the surveys outside their normal work hours. To ensure anonymity and confidentiality, neither the demographic data survey nor the multiple scales from established instruments asked any potentially identifiable or distinguishing participant information. Participants were presented with a debriefing form (Appendix E) immediately following the completion of the surveys. Participants were debriefed by including the following information in the debriefing form: (a) a brief description of the purpose and practical application of the study, (b) a reminder that no compensation would be provided for participation in the study and that information provided would be kept anonymous and confidential, (c) a request that participants not discuss this study with anyone else until the study was complete, and (d) relevant contact information in case of questions or requests for a report of the research when it is completed or a summary of the findings.

Instrumentation and Operationalization of Constructs

Demographic data survey. A brief survey was used to collect the following demographic data from the participants: (a) age, (b) sex/gender, (c) length of time in current romantic relationship, (d) number of children living at home, (e) race/ethnicity, (f) length of time with company, (g) length of time in current position, (h) educational

level, (i) income level, (j) hours spent on work-related tasks and responsibility, (k) hours spent on family-related tasks and responsibilities, and (l) occupational level (Appendix F).

Revised Support in Intimate Relationships Rating Scale. I used the revised Support in Intimate Relationships Rating Scale (SIRRS) developed by Barry et al. (2009) to measure the perceived partner support dimensions of esteem/emotional, physical comfort, information, and instrumental/tangible partner support (Appendix G).

Purpose. The purpose of the revised SIRRS is to examine the degree to which respondent's romantic relationships provides various dimensions of social support (Barry et al., 2009).

Operationalization of constructs. Perceived partner support is a multidimensional construct composed of the following four distinct types of received and perceived support: (a) esteem/emotional support, (b) physical comfort support, (c) informational support, and (d) instrumental/tangible support (Barry et al., 2009). Esteem/emotional support has been defined as providing reassurance, love, affection, validation, and showing confidence in the partner's abilities; physical comfort support has been defined as providing physical comfort; informational support has been defined as providing information and advice; and instrumental/tangible support has been defined as providing direct or indirect assistance in solving the problem (Barry et al., 2009).

Conceptual organization, scoring and score interpretation. The revised SIRRS consists of 25 questions, measuring the four dimensions of perceived partner support (Barry et al., 2009). Items 1-8 assess informational partner support; items 9-12 assess

physical comfort partner support; items 13-20 assess esteem/emotional partner support; and items 21-25 assess instrumental/tangible partner support (Barry et al., 2009). The respondent indicates on a 5-point scale, with responses range from 0 (*never*) to 4 (*almost always*), how often his/her partner engaged in each behavior over the course of the previous month (Barry et al., 2009). Subscale scores for esteem/emotional, physical comfort, information, and instrumental/tangible partner support are computed by averaging the items that compose the subscale assessing the dimension of perceived partner support (Barry et al., 2009). A high score indicates a greater provision of the dimension of perceived partner support (Barry et al., 2009).

Norms and/or comparative data. This scale has been used with a variety of samples, including dating participants and married couples (Barry et al., 2009). Normative data were derived from 668 dating participants in an exclusive heterosexual romantic relationship lasting at least two months residing in the Midwest areas of the United States (Barry et al., 2009). Romantic relationships for dating participants ranged from 2 months to 6 years (Barry et al., 2009). Dating participants ranged in age from 18 to 26 years old and 90% of dating participants were Caucasian (Barry et al., 2009). Normative data also were derived from 101 couples married less than 6 months and in their first marriage residing in the Midwest areas of the United States (Barry et al., 2009). Newlywed couples average age was 26.2 for husbands and 25.0 for wives and 85% of dating participants were Caucasian (Barry et al., 2009).

Reliability. The internal consistency of each subscale is excellent. Coefficient alphas ranged from $\alpha = .86$ to $.92$ (Barry et al., 2009; Brock, Barry, Lawrence, Dey, & Rolffs, 2012; Porter & Chambless, 2014).

Validity. The revised SIRRS exhibited convergent and discriminate/divergent validity. The revised SIRRS was statistically significantly correlated with instruments assessing provided partner support, desired partner support, relationship, and quality of the relationship due to perceived support in one's relationship (Brock et al., 2012; Porter & Chambless, 2014). Correlation coefficients ranged from $r = .24$ to $.84$, $p < .05$ (Brock et al., 2012; Porter & Chambless, 2014). The revised SIRRS was not statistically significantly correlated with the instruments assessing anxiety in social interpersonal situations, perceived risk in intimate relationships, and passion in the intimate relationship (Brock et al., & Rolffs, 2012; Porter & Chambless, 2014).

The subscales of the revised SIRRS exhibited predictive validity. Brock et al. (2012) found that the four perceived partner support types were statistically significantly correlated with perceived relationship quality relationship quality ($r = .24$, $p < .05$). Porter and Chambless (2014) found that the four perceived partner support types were statistically significantly correlated with relationship satisfaction (correlation coefficients ranged from $r = .48$ to $.51$, $p < .001$) and self-disclosure (correlation coefficients ranged from $r = .41$ to $.50$, $p < .001$). Lawrence et al. (2011) found that the four perceived partner support types were statistically significantly correlated with marital relationship quality (correlation coefficients ranged from $r = .24$ to $.28$, $p < .05$). Barry et al. (2009) found that the perceived partner support types were generally weakly to moderately

intercorrelated (correlation coefficients ranged from $r = .00$ to $.69$, $p < .05$) and weakly to moderately correlated with marital adjustments, depressive symptoms, and anxiety (correlation coefficients ranged from $r = .00$ to $.42$, $p < .05$). Husbands' and wives' marital adjustment declined as esteem/emotional, physical comfort, and informational support declined, $t(100)$ ranged from 2.13 to 3.08, $p < .01$ (Barry et al., 2009).

Husbands' depressive symptoms increased as esteem/emotional support decreased, $t(100) = 2.00$, $p < .05$, and wives' depressive symptoms increased as instrumental/tangible support $t(100) = 3.24$, $p < .01$ (Barry et al., 2009). Husbands' anxiety increased as physical comfort increased, $t(100) = 3.35$, $p < .05$, instrumental/tangible support increase, $t(100) = 1.98$, $p < .05$, and esteem/emotional declined, $t(100) = 2.64$, $p < .05$ (Barry et al., 2009). Wives' anxiety increased as instrumental/tangible support increase $t(100) = 3.11$, $p < .01$ (Barry et al., 2009).

Investment Model Scale. I used the Investment Model Scale developed by Rusbult et al. (1998) to measure the romantic relationship interdependence dimensions of satisfaction, quality of alternatives, investment, and commitment (Appendix H).

Purpose. The purpose of the Investment Model Scale is to examine the degree of romantic relationship interdependence (Rusbult et al., 1998).

Operationalization of constructs. Satisfaction has been defined as the favorable evaluation of the romantic relationship due to the positive versus negative affect experienced in a relationship and the high share of rewards versus the low share costs; quality of alternatives has been defined as the perceived desirability and attractiveness of the best available alternative to a relationship; investment has been defined as the

accumulated resources that are attached to a relationship and resources that would decline in value or be lost if the relationship were to end; and commitment has been defined as the intent to persist in a relationship and maintain the relationship, including long-term orientation toward the involvement as well as feelings of psychological attachment (Rusbult et al., 1998).

Conceptual organization, scoring and score interpretation. The Investment Model Scale consists of 40 questions, measuring the four dimensions of the romantic relationship interdependence (Rusbult et al., 1998). The satisfaction dimension is assessed by 11 satisfaction level facet and global items; the quality of alternatives dimension is assessed by 11 quality of alternatives facet and global items; the investment dimension is assessed by 11 investment size facet and global items; and the commitment dimension is assessed by 7 commitment level items (Rusbult et al., 1998). With the facets items, the respondent uses a 4-point scale, with responses range from 0 (*don't agree at all*) to 3 (*agree completely*), to indicate his/her agreement with each statement regarding his/her current relationship (Rusbult et al., 1998). With the global items, the respondent uses a 9-point scale, with responses range from 0 (*don't agree at all*) to 8 (*agree completely*) to indicate his/her agreement with each statement regarding his/her current relationship (Rusbult et al., 1998). The facet items (i.e., measures of concrete exemplars of each construct) are utilized to enhance the comprehensibility, reliability, and validity of global items (i.e., general measures of each construct); and the global measures of each construct are the measures that are employed in formal tests of Investment Model hypotheses (Rusbult et al., 1998). Subscale scores for satisfaction,

quality of alternatives, investment, and commitment are computed by averaging the global items that compose the subscale assessing the dimension of romantic relationship interdependence (Rusbult et al., 1998). A high score indicates greater romantic relationship interdependence (Rusbult et al., 1998).

Norms and/or comparative data. The scale has been used with a variety of samples (Rusbult et al., 1998). Normative data were derived from 927 undergraduates from the University of North Carolina at Chapel Hill (Rusbult et al., 1998). Dating participants were involved in the romantic relationship at least one week. Participants average age was 19 years old; most were freshmen or sophomores; the majority were Caucasian; and the average duration of the romantic relationship was 17 months (Rusbult et al., 1998).

Reliability. The internal consistency of each subscale is excellent. Coefficient alphas ranged from $\alpha = .41$ to $.92$ for the facet items and from $\alpha = .82$ to $.95$ for the global items (Rusbult, 1983; Rusbult & Martz (1985); Rusbult et al., 1986; Rusbult et al., 1998).

Validity. The Investment Model Scale exhibited convergent and discriminate/divergent validity. The Investment Model Scale was statistically significantly correlated with instruments assessing relationship quality due to intimacy, passion, and commitment (Panayiotou, 2005). Correlation coefficients ranged from $r = -.27$ to $.72$, $p < .05$ (Panayiotou, 2005). The Investment Model Scale was not statistically significantly correlated with the instruments assessing cognitive persistence, physical self-esteem, need for affiliation, private collective self-esteem, and powerful others control (Rusbult et al., 1998).

The subscales of the Investment Model Scale exhibited predictive validity. Rusbult (1983) found that the dimensions of the romantic relationship interdependence were predicted whether one stayed or left the relationship. Rusbult et al. (1998) found that satisfaction, quality of alternatives, investment, and commitment were moderately to strongly significantly correlated with superior couple functioning (i.e., dyadic adjustment, relationship closeness, inclusion of other in the self, trust level, liking and loving the partner, equity in the relationship, and duration of the relationship). Correlation coefficients ranged from $r = -.12$ to $.79$, $p < .05$ (Rusbult et al., 1998).

Work-to-family conflict and family-to-work conflict scales. I used the scales developed and validated by Netemeyer et al. (1996) to measure work-to-family conflict and family-to-work conflict (Appendix I).

Purpose. The purpose of the work-to-family conflict scale and family-to-work conflict scale is to examine the degree of interrole conflict in which work-related responsibilities interfere with family-related responsibilities and the degree of interrole conflict in which family-related responsibilities interfere with work-related responsibilities (Netemeyer et al., 1996).

Operationalization of constructs. Work-to-family conflict has been defined as work hindering the fulfillment of family demands or participation in work interfering with family-related performance, and family-to-work conflict has been defined as family hindering the fulfillment of work demands or participation in family interfering with work-related performance (Netemeyer et al., 1996).

Conceptual organization, scoring and score interpretation. The work-to-family conflict scale and family-to-work conflict scale consists of 10 questions, measuring the two dimensions of work-family conflict of work-to-family conflict and family-to-work conflict (Netemeyer et al., 1996). Each dimension of work-family conflict is assessed by a set of five questions (Netemeyer et al., 1996). The respondent uses a 7-point scale, with responses range from 0 (*strongly disagree*) to 7 (*strongly agree*), to indicate his/her agreement with each statement (Netemeyer et al., 1996). Subscale scores for work-to-family conflict and family-to-work conflict are computed by averaging the items that compose the subscale assessing the dimension of work-family conflict (Netemeyer et al., 1996). A high score indicates greater work-family conflict in the form of work-to-family conflict and family-to-work conflict (Netemeyer et al., 1996).

Norms and/or comparative data. The scale has been used with a variety of samples (Netemeyer et al., 1996). Normative data were derived from 530 grade school teachers, small business owners, and real estate salespeople residing in a large southeaster city in the United States (Netemeyer et al., 1996). Sample 1 had 128 women and 54 men; the median age of participants was 43; 157 were married; and 93 had children living at home (Netemeyer et al., 1996). Sample 2 had 66 women and 96 men; the median age of participants was 45 years; 130 were married; and 65 had children living at home (Netemeyer et al., 1996). Sample 3 had 142 women and 44 men; the median age of participants was 48; 148 were married; and 60 had children living at home (Netemeyer et al., 1996).

Reliability. The internal consistency of each subscale is excellent. Coefficient alphas ranged from $\alpha = .82$ to $.94$ for the two subscales (Boles et al., 2001; Netemeyer et al., 1996).

Validity. The work-to-family conflict scale and family-to-work conflict scale exhibited convergent and discriminate/divergent validity. The work-to-family conflict scale and family-to-work conflict scale were statistically significantly correlated with instruments assessing job tension, role conflict, and role ambiguity (Netemeyer et al., 1996). Correlation coefficients ranged from $r = .32$ to $.58$, $p < .01$. The work-to-family conflict scale and family-to-work conflict scale were not statistically significantly correlated with the instruments assessing number of hours worked or sales performance (Netemeyer et al., 1996).

The subscales exhibited predictive validity. Boles et al. (2001) found that both work-to-family conflict and family-to-work conflict correlated statistically significantly with on-the-job variables (i.e., satisfaction with job in general, satisfaction with pay, satisfaction with work, and satisfaction with supervision). Correlation coefficients ranged from $r = -.22$ to $-.33$, $p < .01$ (Boles et al., 2001). Netemeyer et al. (1996) found that the work-to-family conflict and family-to-work conflict were significantly correlated with on-the-job variables (i.e., organizational commitment, job satisfaction, job burnout, job tension, role conflict, role ambiguity, intention-to-leave-an-organization, search-for-another-job, number of hours worked, sales self-efficacy, and sales performance) and off-the-job variables (i.e., life satisfaction, relationship satisfaction, relationship agreement,

physical symptomology, depression, and number of children living at home). Correlation coefficients ranged from $r = -.14$ to $.58$, $p < .05$ (Netemeyer et al., 1996).

Data Analysis Plan

I used the Statistical Package for Social Sciences (SPSS) computer to analyze the data collected. I used only data from participants who completed the demographic data survey, the revised SIRRS, the Investment Model Scale, and the work-to-family conflict and family-to-work conflict scales. To prevent missing data from being submitted, I set the settings in SurveyMonkey so that all survey questions require a response before the surveys were submitted. The following steps were taken to handle outliers: (a) First, I computed descriptive statistics for each variable, generating a histogram and a boxplot; (b) second, I examined the boxplot for outliers, and I confirmed that the identified outliers were accurate by reviewing the accuracy of the dataset; (c) third, I compared the original mean of each identified outlier with the trimmed mean value to determine if the outliers were having a lot of influence on the mean; (d) finally, I computed z-scores, studentized residuals, Mahalanobis distance statistics, and Cook's distance statistics.

Research Question 1

Are the dimensions of perceived partner support (i.e., esteem/emotional support, physical comfort support, informational support, and instrumental/tangible partner support) and romantic relationship interdependence (i.e., satisfaction, quality of alternatives, investment, and commitment) related to the dimensions of work-family conflict (i.e., work-to-family conflict and family-to-work conflict)?

Hypotheses 1

H₀1: Esteem/emotional support, physical comfort support, informational support, instrumental/tangible partner support, satisfaction, quality of alternatives, investment, and commitment are not related to work-to-family conflict and family-to-work conflict.

H_a1: Esteem/emotional support, physical comfort support, informational support, instrumental/tangible support, satisfaction, investment, and commitment are related negatively to work-to-family conflict and family-to-work conflict. Quality of alternatives is related positively to work-to-family conflict and family-to-work conflict.

Research Question 2

Do the dimensions of perceived partner support (i.e., esteem/emotional support, physical comfort support, informational support, and instrumental/tangible partner support) and romantic relationship interdependence (i.e., satisfaction, quality of alternatives, investment, and commitment) explain unique variance in the dimensions of work-family conflict (i.e., work-to-family conflict and family-to-work conflict)?

Hypotheses 2

H₀2: Esteem/emotional support, physical comfort support, informational support, instrumental/tangible support, satisfaction, quality of alternatives, investment, and commitment do not explain unique variance in work-to-family conflict and family-to-work conflict.

H_a2: Esteem/emotional support, physical comfort support, informational support, instrumental/tangible support, satisfaction, quality of alternatives, investment, and commitment do explain unique variance in work-to-family conflict and family-to-work conflict.

Research Question 3

Does romantic relationship interdependence mediate the relationship between perceived partner support and work-family conflict?

Hypotheses 3

H₀₃: Romantic relationship interdependence does not mediate the relationship between perceived partner support and work-family conflict.

H_{a3}: Romantic relationship interdependence does mediate the relationship between perceived partner support and work-family conflict.

To test Hypotheses 1, Pearson correlation analyses were computed. To test Hypothesis 2, a series multiple regression analyses were computed. To test Hypotheses 3, two alternatives were described, and one was used based on sample size. SEM would be used if the targeted sample size of 156 participants is obtained. The analytic procedures recommended by Baron and Kenny (1986) would be utilized if the sample size consists of fewer than 156 participants. Figure 2 depicts a simple mediation model. Path *a* represents the effect of independent variable on the mediator; path *b* represents the effect of mediator on the dependent variable partialling out the effect of the independent variable; path *c* represents the total effect of the independent variable on the dependent variable; and path *c'* represents the direct effect of the independent variable on the dependent variable partialling out the effect of the mediator. To test for mediation according to Baron and Kenny (1986), (a) the independent variables (i.e., esteem/emotional support, physical comfort support, informational support, instrumental/tangible support) must relate statistically significantly to the mediating

variables (i.e., satisfaction, quality of alternatives, investment, and commitment); (b) the independent variables (i.e., esteem/emotional support, physical comfort support, informational support, instrumental/tangible support) must relate statistically significantly to the dependent variables (i.e., work-to-family conflict and family-to-work conflict); and (c) the mediating variables (i.e., satisfaction, quality of alternatives, investment, and commitment) must relate statistically significantly to the dependent variables (i.e., work-to-family conflict and family-to-work conflict). According to Baron and Kenny (1986), the hypothesis of mediation is supported if the independent variables (i.e., esteem/emotional support, physical comfort support, informational support, instrumental/tangible support) are no longer statistically significantly related to the dependent variables (i.e., work-to-family conflict and family-to-work conflict) or if the effects of the independent variables on the variables are less after controlling for the mediating variables (i.e., satisfaction, quality of alternatives, investment, and commitment).

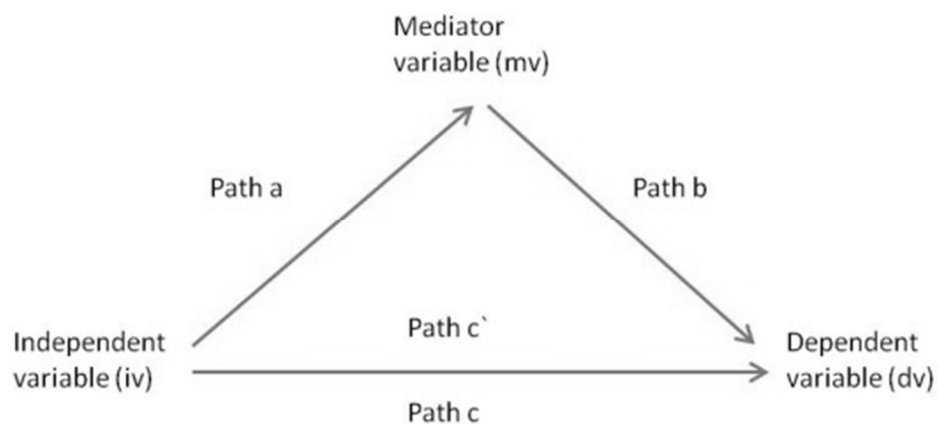


Figure 2. Simple mediation model.

Based on of recommendations Baron and Kenny (1986), follow-up tests for partial mediation are computed using the Sobel test for partial mediation (Preacher & Hayes, 2008). The Sobel test is as follows:

$$z = a*b/SQRT(b^2*sa^2 + a^2*sb^2),$$

where a = unstandardized regression coefficient of independent variable to mediator;

sa = standard error for unstandardized coefficient of independent variable to mediator

b = unstandardized regression coefficient of mediator to dependent variable, controlling for independent variable

sb = standard error for unstandardized coefficient of mediator to dependent variable, controlling for independent variable

I would use the following website to calculate the Sobel tests:

<http://www.quantpsy.org/sobel/sobel.htm>

Threats to Validity

Threats to External Validity

A possible threat to external validity is the possibility that my findings might not generalize to my target population of all working adults in romantic relationships.

Selected participants were adult employees currently involved in a romantic relationship, regardless of the type or duration of the romantic relationship recruited from one data collection site. This threat limits the potential generalizability to those in romantic relationships and possibly to those employees employed at the data collection site used.

This threat was addressed by striving for a diverse demographic sample allowing for an assumption of real-world applicability. Mook (1983) and Shriner (2009) argued that the application of theories is the objective when attempting to generalize research findings to the target population. Mook (1983) argued that the generalizability of theories and theoretical propositions is more important than the representativeness of the sample when the objective is to test theories and theoretical propositions rather than estimating characteristics of the target population from characteristics of the sample.

Threats to Internal Validity

One threat to internal validity is the lack of causal inferences that can be made due to the fact the study was a non-experimental cross-sectional, survey study. Another threat to internal validity is that the data obtained were obtained solely through self-report measures. Using self-report measures may lead to response bias (i.e., participants responding to all questions in the same manner) and courtesy bias (i.e., participants responding to all questions in a manner to present themselves in a favorable view). These biases could be heightened due to the perceived sensitive and personal nature of the variables of interest and the potential undue influence of being employed at the site of the study. Ponti, Guarnieri, Smorti, and Tani (2010) and Norton (1983) argued that self-report measures easily and inexpensively provide unique and reliable subjective evaluations of participants' close relationships that ensure participants' privacy. A third threat to internal validity is the decision to participate or not participate could be due to the assessment instruments used (e.g., the number of items presented), the method of administration (i.e., items presented electronically using online survey software),

conditions the assessment instruments were administered (i.e., surveys completed outside of normal work hours), and data use. These threats were addressed through ethical assurances, such as voluntary participation and confidentiality, and through proper briefing and sound data collection techniques.

Threats to Construct Validity

The threat to construct validity is that operationalization of the variables of interest may not have truly captured the four dimensions of perceived partner support (i.e., esteem/emotional, physical comfort, information, and instrumental/tangible partner support), the four dimensions of romantic relationship interdependence (i.e., satisfaction, quality of alternatives, investment, and commitment), and the two dimensions of work-family conflict (i.e., work-to-family conflict and family-to-work conflict). This threat was addressed through selected assessment instruments' established reliability, validity, and utility.

Ethical Procedures

Ethical procedures consisted of gaining permission from data collection site to conduct research (Appendix J) and permission to use surveys (Appendix K). Participants were briefed and debriefed regarding the voluntary, private, and non-compensatory nature. Participants were informed before and after the study that their participation was voluntary and was non-compensable and that their provided information was provided anonymously and kept confidential. Participants explicitly were told of my dual but separate role of researcher and employee at the data collection site and that their decision to participate or not participate or discontinue would not affect their current or future

relations with the organization, Walden University, or me. Participants also were briefed and debriefed regarding the purpose and practical application of the study, the risks and benefits of being in the study, and relevant contact information in case of questions or requests for a report of the research when it is completed or a summary of the findings. Briefing and debriefing forms and IRB materials pertinent to the study's ethical procedures were included in the appendices.

Once the dissertation has been presented, orally defended, and accepted by Walden University staff, all information will be stored on portable flash drives. The portable flash drives will be locked in a cabinet at my home for 5 years. After this 5-year timeframe, all information located on the flash drives will be erased if the data will no longer be used.

Summary and Transition

The first purpose of this non-experimental cross-sectional study was to examine the extent to which the dimensions of perceived partner support (i.e., esteem/emotional support, physical comfort support, informational support, and instrumental/tangible partner support) and romantic relationship interdependence (i.e., satisfaction, quality of alternatives, investment, and commitment) are related to the dimensions of work-family conflict (i.e., work-to-family conflict and family-to-work conflict). The second purpose of this study was to examine the extent to which the dimensions of perceived partner support (i.e., esteem/emotional support, physical comfort support, informational support, and instrumental/tangible partner support) and romantic relationship interdependence (i.e., satisfaction, quality of alternatives, investment, and commitment) explain unique

variance in the dimensions of work-family conflict (i.e., work-to-family conflict and family-to-work conflict). The final purpose of this study was to examine the extent to which romantic relationship interdependence mediates the relationship between perceived partner support and work-family conflict. The non-experimental cross-sectional design research design allowed me to examine the relationships among the variables of interest in a fast, inexpensive, flexible, and confidential way without manipulating any of the variables. I collected quantitative data via the submission of the completed surveys per IRB guidelines and were analyzed using Statistical Package for Social Sciences (SPSS) computer software. I ran Pearson correlation analyses and a series of multiple regression analyses to test the hypotheses. In Chapter 4, I describe the data collection process, and I present the results of the analyses computed. In Chapter 5, I provide an interpretation of the findings, a description of the study's limitations, and a description of recommendations for further research and the implications for positive social change.

Chapter 4: Results

Introduction

The first purpose of this quantitative study was to examine the extent to which perceived partner support and romantic relationship interdependence are related to work-family conflict. The second purpose of this quantitative study was to examine the extent to which perceived partner support and romantic relationship interdependence explain unique variance in work-family conflict. The final purpose of this quantitative study was to examine the extent to which romantic relationship interdependence mediates the relationship between perceived partner support and work-family conflict.

I first examined if the dimensions of perceived partner support (i.e., esteem/emotional support, physical comfort support, informational support, and instrumental/tangible partner support) and romantic relationship interdependence (i.e., satisfaction, quality of alternatives, investment, and commitment) related to the dimensions of work-family conflict (i.e., work-to-family conflict and family-to-work conflict). I hypothesized that esteem/emotional support, physical comfort support, informational support, instrumental/tangible support, satisfaction, investment, and commitment would be related negatively to work-to-family conflict and family-to-work conflict and that quality of alternatives would be related positively to work-to-family conflict and family-to-work conflict. Next I examined if the dimensions of perceived partner support (i.e., esteem/emotional support, physical comfort support, informational support, and instrumental/tangible partner support) and romantic relationship interdependence (i.e., satisfaction, quality of alternatives, investment, and commitment)

explained unique variance in the dimensions of work-family conflict (i.e., work-to-family conflict and family-to-work conflict). I hypothesized that esteem/emotional support, physical comfort support, informational support, instrumental/tangible support, satisfaction, quality of alternatives, investment, and commitment would explain unique variance in work-to-family conflict and family-to-work conflict. Third, I examined if romantic relationship interdependence mediated the relationship between perceived partner support and work-family conflict. I hypothesized that romantic relationship interdependence would mediate the relationship between perceived partner support and work-family conflict.

In this chapter, I discuss how I collected the data and how I examined the data for missing values, outliers, and response bias. Next, I discuss the descriptive statistics that characterize my sample. I also report statistical analysis findings organized by research questions and hypotheses, with inferential statistics to include correlation coefficients and data analyses to include hierarchical multiple linear regression analyses, and multiple regression analyses using PROCESS Macro. Finally, I conclude the chapter with a summary of my findings as well as a transition into Chapter 5.

Data Collection

The research design was a non-experimental cross-sectional design in which I collected quantitative data to measure the four dimensions of perceived partner support (i.e., esteem/emotional, physical comfort, information, and instrumental/tangible partner support), the four dimensions of romantic relationship interdependence (i.e., satisfaction, quality of alternatives, investment, and commitment), and the two dimensions of work-

family conflict (i.e., work-to-family conflict and family-to-work conflict). I collected data for approximately 1 month. Data consisted of responses from non-supervisory and management employees, regardless of tenure, who were currently involved in a romantic relationship, regardless of the type or duration of the romantic relationship. Participants were recruited first from a specific company located in Southwest Louisiana and next from SurveyMonkey Contribute.

Detection of Outliers

A total of 239 participants completed my surveys fully; however, nine participants were removed from further analyses due to response style bias and inaccurate answer format. The data from 230 participants were examined for univariate and multivariate outliers. I computed standard z -scores to detect possible univariate outliers and identified two scores measuring the commitment dimension of romantic relationship interdependence as a potential univariate outlier because it was smaller than 3.0 standard deviations from the mean. I compared the original mean scores with the trimmed mean scores to detect possible univariate outliers and found that the mean values were very similar. I inspected boxplots, and no data points extended more than 3 box-lengths from the edge of the box. Based on the univariate outlier analyses, all data from 230 participants were retained for data analysis. I computed studentized residuals, Mahalanobis distance statistics, and Cook's distance statistics to detect possible multivariate outliers. I identified three scores as potential multivariate outliers because the probability values associated with three Mahalanobis distance statistics were smaller than the acceptable alpha level of .001. I computed correlation coefficients and ran

regression analyses with and without the potential outlier, and the results did not differ. I identified no scores as potential multivariate outliers based on computed studentized residuals and Cook's distance statistics. Based on the multivariate outlier analyses, all data from 230 participants were retained for data analysis.

Sample Characteristics

Of the 230 participants that were retained for data analyses, 38 participants were recruited first from a specific company located in Southwest Louisiana, and 192 were later recruited from SurveyMonkey Contribute. Because my participants were recruited from two different data collection sites (i.e., specific company located in Southwest Louisiana and SurveyMonkey Contribute), I ran analyses to determine if the data from the two samples could be commingled due to the fact the samples were not statistically different. Results from *t*-test and chi-square analyses showed that the two samples were statistically significant with respect to gender, ethnicity, income level, occupational level, informational support, physical comfort support, commitment, work-to-family conflict, and family-to-work conflict.

I excluded the data from the 38 participants recruited from the company located in Southwest Louisiana during data analyses for the following reasons: (a) small number of participants recruited from the company located in Southwest Louisiana and (b) the possible ethical issue of my dual but separate role of researcher and employee at the company located in Southwest Louisiana although ethical procedures were used to address the ethical issue. The final sample was comprised of 192 adult employees currently involved in a romantic relationship who recruited from SurveyMonkey

Contribute. Table 1 presents descriptive statistics for the demographic variables used in the data analyses. The majority of the sample was composed of women (50.0%) and Whites (69.3%). The majority of the sample had completed college/university as the highest level of education completed (54.2%), had an income level of above \$50,000 (49.0%), and indicated they were currently in a non-managerial position (33.9%). Age of the participants ranged from 19 years old to 65 years old, with a mean age of 38.40 ($SD = 11.69$). Months with partner ranged from 2 month to 600 months, with the mean months with partner of 101.92 ($SD = 123.33$). The number children living at home ranged from 0 children to 5 children, with the mean number children living at home of .94 ($SD = 1.00$). The mean hours per week spent on work-related tasks and responsibilities was 38.45 ($SD = 13.57$), and the mean hours per week spent on family-related tasks and responsibilities was 28.65 ($SD = 23.08$). I ran the descriptive statistics for the four dimensions of perceived partner support (i.e., esteem/emotional, physical comfort, information, and instrumental/tangible partner support), the four dimensions of romantic relationship interdependence (i.e., satisfaction, quality of alternatives, investment, and commitment), and the two dimensions of work-family conflict (i.e., work-to-family conflict and family-to-work conflict). Table 2 presents descriptive statistics for the dimensions of perceived partner support, the dimensions of romantic relationship interdependence, and the dimensions of work-family conflict used in the data analyses.

Table 1

Means (Standard Deviation) and Percentages for Demographic Variables (N = 192)

	<i>n</i>	M (SD) and %
Age		38.40 (11.69)
Gender		
Men	96	50.0%
Women	96	50.0%
Months With Partner		101.92 (123.33)
Number Children Living Home		.94 (1.00)
Ethnicity		
White	133	69.3%
Nonwhite	59	30.7%
Highest Education Level		
Primary school	6	3.1%
Elementary/High school	41	21.4%
College/University	104	54.2%
Graduate school	41	21.4%
Income Level		
\$10,000-\$14,999	14	7.3%
\$15,000-\$24,999	14	7.3%
\$25,000-\$34,999	28	14.6%
\$35,000-\$49,999	42	21.9%
\$50,000 +	94	49.0%
Avg. Hrs. per Week on Work		38.45 (13.57)
Avg. Hrs. per Week on Family		28.65 (23.08)
Occupational Level		
Non-managerial position	65	33.9%
First-level management	61	31.8%
Mid-level management	39	20.3%
Upper-level management	27	14.1%

Table 2

Descriptive Statistics for Dimensions of Perceived Partner Support, Romantic Relationship Interdependence, and Work-Family Conflict

Variable	M	SD	Range	Skewness	Kurtosis
Informational Support	2.30	.87	.00-4.00	-.28	-.01
Physical Comfort Support	2.77	1.01	.00-4.00	-.62	-.34
Esteem Emotional Support	2.58	.88	.13-4.00	-.41	-.02
Instrumental Tangible Support	2.44	.97	.00-4.00	-.46	-.13
Satisfaction	5.79	2.15	.00-8.00	-1.05	.08
Quality of Alternatives	3.50	2.40	.00-8.00	.08	-1.18
Investment	5.78	1.79	1.00-8.00	-.64	-.55
Commitment	6.16	1.66	.57-8.00	-.57	-.41
Work-to-Family Conflict	3.05	1.82	.00-6.00	-.28	-1.01
Family-to-Work Conflict	2.20	1.87	.00-6.00	.32	-1.20

Results

Reliability Analyses

To evaluate the reliability of the revised SIRRS, the Investment Model Scale, work-to-family conflict scale, and family-to-work conflict scale, I performed reliability analyses and computed Cronbach's coefficient alpha estimates of reliability on each set of scale items included to measure each construct. Coefficient alpha estimates of reliability are on the diagonals of the correlation matrix (see Table 3). These analyses revealed good reliability for the items designed to measure the four dimensions of perceived partner support (i.e., esteem/emotional, physical comfort, information, and instrumental/tangible partner support), the four dimensions of romantic relationship interdependence (i.e., satisfaction, quality of alternatives, investment, and commitment), and the two dimensions of work-family conflict (i.e., work-to-family conflict and family-to-work conflict). Cronbach's coefficient alpha estimates of reliability for esteem/emotional, physical comfort, information, and instrumental/tangible partner support were .92, .91, .92, and .91, respectively. Cronbach's coefficient alpha estimates of reliability for satisfaction, quality of alternatives, investment, and commitment were .94, .92, .87, and .85, respectively. Cronbach's coefficient alpha estimates of reliability for work-to-family conflict and family-to-work conflict were .96 and .96, respectively.

Research Question 1 and Hypothesis Testing

Following the same protocol as Rusbult et al. (1998), I included only data from the global measures from the Investment Scale to formally test the four dimensions of romantic relationship interdependence. Following the same protocol as Rusbult et al.

(1998) to measure the four dimensions of romantic relationship interdependence, I excluded data from the facet items from the Investment Scale during data analyses because the facet items were only used to enhance the comprehensibility, reliability, and validity of the global items from the Investment Scale

I first questioned if the dimensions of perceived partner support (i.e., esteem/emotional support, physical comfort support, informational support, and instrumental/tangible partner support) and romantic relationship interdependence (i.e., satisfaction, quality of alternatives, investment, and commitment) related to the dimensions of work-family conflict (i.e., work-to-family conflict and family-to-work conflict). I hypothesized that esteem/emotional support, physical comfort support, informational support, instrumental/tangible support, satisfaction, investment, and commitment would relate negatively to work-to-family conflict and family-to-work conflict and that quality of alternatives would relate positively to work-to-family conflict and family-to-work conflict. Table 3 contains the correlation matrix for variables in the model. Informational support, instrumental/tangible support, and quality of alternatives correlated statistically significantly and positively with work-to-family conflict (correlation coefficients ranged from $r = .19$ to $.47$, $p < .01$), and commitment correlated statistically significantly and negatively with work-to-family conflict ($r = -.20$, $p < .01$). Informational support, esteem/emotional support, instrumental/tangible support, and quality of alternatives correlated statistically significantly and positively with family-to-work conflict (correlation coefficients ranged from $r = .16$ to $.64$, $p < .05$), and commitment was correlated statistically significantly and negatively with family-to-work

conflict ($r = -.38, p < .01$). Thus, the hypothesis that commitment would relate negatively to work-to-family conflict and family-to-work conflict and that quality of alternatives would relate positively to work-to-family conflict and family-to-work conflict was supported.

However, the findings that informational support and instrumental/tangible support correlated statistically significantly and positively with work-to-family conflict and the findings that informational support, esteem/emotional support, and instrumental/tangible support correlated statistically significantly and positively with family-to-work conflict were contrary to what I hypothesized. Also contrary to what I hypothesized, (a) esteem/emotional support, physical comfort support, satisfaction, and investment were not statistically significantly correlated with work-to-family conflict; and (b) physical comfort support, satisfaction, and investment were not statistically significantly correlated with family-to-work conflict.

Table 3

Correlation Matrix for Variables in the Model (N = 192)

Variable	1	2	3	4	5	6	7	8	9	10
1. Informational Support	(.92)									
2. Physical Comfort Support	.54**	(.91)								
3. Esteem Emotional Support	.67**	.67**	(.92)							
4. Instrumental Tangible Support	.72**	.62**	.75**	(.91)						
5. Satisfaction	.43**	.59**	.52**	.45**	(.94)					
6. Quality of Alternatives	.21**	.05	.13	.15*	.03	(.92)				
7. Investment	.28**	.38**	.37**	.31**	.58**	.12	(.87)			
8. Commitment	.12*	.39**	.21**	.19**	.59**	-.33**	.49**	(.85)		
9. Work-to-Family Conflict	.27**	.04	.12	.19**	.04	.47**	.11	-.20**	(.96)	
10. Family-to-Work Conflict	.29**	.01	.16*	.22**	.00	.52**	.05	-.38**	.64**	(.96)

* $p < .05$; ** $p < .01$ (2-tailed)

Note: Coefficient alpha estimates of reliability are on the diagonal.

Research Question 2 and Hypothesis Testing

Second, I questioned if the dimensions of perceived partner support (i.e., esteem/emotional support, physical comfort support, informational support, and instrumental/tangible partner support) and romantic relationship interdependence (i.e., satisfaction, quality of alternatives, investment, and commitment) would explain unique variance in the dimensions of work-family conflict (i.e., work-to-family conflict and family-to-work conflict). I hypothesized that esteem/emotional support, physical comfort support, informational support, instrumental/tangible support, satisfaction, quality of alternatives, investment, and commitment would explain unique variance in work-to-family conflict and family-to-work conflict. As shown in Table 4, informational support and quality of alternatives explained unique variance in work-to-family conflict, $\beta = .28$, $t(183) = 2.25$, $p < .05$ and $\beta = .37$, $t(183) = 5.15$, $p < .001$, respectively. Partners who reported higher levels of informational support and quality of alternatives reported statistically significantly greater levels of work-to-family conflict than partners who reported lower levels of informational support and quality of alternatives. As shown in Table 5, informational support, quality of alternatives, and commitment explained unique variance in family-to-work conflict, $\beta = .20$, $t(183) = 2.28$, $p = .02$, $\beta = .33$, $t(183) = 5.02$, $p < .001$, and $\beta = -.38$, $t(183) = -4.43$, $p < .001$, respectively. Partners who reported higher levels of informational support and quality of alternatives and lower levels of commitment reported statistically significantly greater levels of family-to-work conflict than partners who reported lower levels of informational support and quality of alternatives and higher levels of commitment. Thus, Hypothesis 2 was partially

supported: Informational support and quality of alternatives each explained unique variance in work-to-family conflict; moreover, informational support, quality of alternatives, and commitment each explained unique variance in family-to-work conflict. Contrary to what I hypothesized, (a) esteem/emotional support, physical comfort support, instrumental/tangible support, satisfaction, investment, and commitment did not explain unique variance in work-to-family conflict; and (b) esteem/emotional support, physical comfort support, instrumental/tangible support, satisfaction, and investment did not explain unique variance in family-to-work conflict. According to Cohen (1992), a small effect size ranges from .10 to .14, a medium effect size ranges from .30 to .39, and a large effect size ranges from .50 to .59. Consequently, the effect size indexes reported in this paragraph and in Table 4 and Table 5, (i.e., β coefficients), constitute mainly medium effect sizes.

Table 4

Regression Analyses Regressing Work-to-Family Conflict on the Dimensions of Perceived Partner Support and Romantic Relationship Interdependence

Variable	R ²	B	SE	β
	.28			
Informational Support		.46*	.20	.22
Physical Comfort Support		-.12	.17	-.07
Esteem Emotional Support		-.28	.23	-.14
Instrumental Tangible Support		.21	.20	.11
Satisfaction		-.01	.08	-.01
Quality of Alternatives		.28**	.06	.37
Investment		.11	.08	.11
Commitment		-.15	.10	-.13

* $p < .05$; ** $p < .01$ (2-tailed)

Note: B = unstandardized regression coefficient, SE = standard error associated with unstandardized regression coefficient, β = standardized regression coefficient.

Table 5

Regression Analyses Regressing Family-to-Work Conflict on the Dimensions of Perceived Partner Support and Romantic Relationship Interdependence

Variable	R ²	B	SE	β
	.40			
Informational Support		.43*	.19	.20
Physical Comfort Support		-.20	.16	-.11
Esteem Emotional Support		-.13	.21	-.06
Instrumental Tangible Support		.24	.19	.13
Satisfaction		.09	.08	.11
Quality of Alternatives		.26**	.05	.33
Investment		.11	.08	.10
Commitment		-.42**	.10	-.38

* $p < .05$; ** $p < .01$ (2-tailed)

Note: * B = unstandardized regression coefficient, SE = standard error associated with unstandardized regression coefficient, β = standardized regression coefficient.

Research Question 3 and Hypothesis Testing

Third, I questioned if romantic relationship interdependence mediated the relationship between perceived partner support and work-family conflict. I hypothesized that romantic relationship interdependence would mediate the relationship between perceived partner support and work-family conflict. I originally proposed SEM to assess mediation if the minimum sample size of 156 was reached. Although the final sample size of 192 allowed for the use of SEM, the results of correlation analyses did not support the use of SEM. The conceptual model depicted in Figure 1 portrays the hypothesized relationships among perceived partner support, romantic relationship interdependence, and work-family conflict. The results of the correlation analyses showed that the dimensions of perceived partner support (i.e., esteem/emotional support, physical comfort support, informational support, and instrumental/tangible partner support) and the dimensions of work-family conflict (i.e., work-to-family conflict and family-to-work conflict) did correlate statistically significant and positively as hypothesized and depicted in Figure 1 (see Table 3). However, the results of the correlation analyses showed that some of the dimensions of romantic relationship interdependence did not correlate statistically significantly as hypothesized and depicted in Figure 1. Specifically, satisfaction and investment did not correlate statistically significantly with quality of alternatives (see Table 3). Thus, the use of SEM was not supported because the hypothesized relationships among the dimensions of romantic relationship interdependence depicted in Figure 1 were not supported based on the results of the correlation analyses.

An alternative to SEM to assess mediation that I originally proposed was the analytic procedures recommended by Baron and Kenny (1986). The Baron and Kenny analytic procedures traditionally recommended were not used because of the following shortcomings discussed by Preacher and Hayes (2004) and Hayes (2013): (a) The results of the Baron and Kenny analytic procedures (1986) may lead a researcher to erroneously conclude that a mediation effect is present (Type I error) or erroneously observe a large change in the path between the independent variable and dependent variable upon the addition of a mediator to the model without observing an appreciable drop in statistical significance (Type II error); (b) running the regression analyses recommended by Baron and Kenny (1986) indirectly address the mediation hypothesis; and (c) Baron and Kenny analytic procedures (1986) suffers from low statistical power in most situations.

To address the aforementioned shortcomings, I tested the hypothesis that romantic relationship interdependence would mediate the relationship between perceived partner support and work-family conflict using the PROCESS macro (Hayes, 2013) for SPSS. The PROCESS macro provides unstandardized model coefficients, standard errors, *t* statistics and *p*-values, and lower level and upper level confidence intervals using either ordinary least. The PROCESS macro also provides direct and indirect effects, evaluations of the statistical significance of those effects, and several ways to evaluate effect size. In this study, bootstrapping using 5,000 bootstrap samples was used to estimate and test the statistical significance of the total, direct, and indirect effects and to generate 95% lower level and upper level bias-corrected confidence intervals (CI) for the hypothesized relationships among romantic relationship interdependence, perceived

partner support, and work-family conflict. Statistical significance of the total, direct, and indirect effects was inferred if the 95% CI's of the total, direct, and indirect effects did not include zero.

According to Hayes (2013) and Preacher and Hayes (2004), a hypothesis of mediation using the PROCESS macro is supported if the following criteria are met: (a) the total effect of the independent variable on the dependent variable is statistically significant (i.e., 95% confidence interval does not include zero) and (b) the indirect effect of the independent variable on the dependent variable through the mediators is statistically significant (i.e., 95% confidence interval does not include zero). Hence the null hypothesis of no mediating effects was rejected if both the total effect (a) and the indirect effect (b) were both statistically significant. Tables 6, 7, 8, 9, and 10 provide the effects of independent variable on the mediators (*a*), the total effects of the independent variable on the dependent variables (*c*), the direct effects of the independent variable on the dependent variables partialling out the effect of the mediators (*c'*), and the indirect effects of the independent variable on the dependent variables through the mediators.

I conducted an overall test of mediation using the PROCESS macro based on one independent variable and one dependent variable. Barry et al. (2009) found that esteem/emotional support, physical comfort support, informational support, and instrumental/tangible partner support best conceptualized perceived partner support. Netemeyer et al. (1996) found that work-to-family conflict and family-to-work conflict best conceptualized work-family conflict. I ran principal component analyses first to support the overall test of mediation using one independent variable and one dependent

variable by assessing whether the four dimensions of perceived partner support (i.e., esteem/emotional support, physical comfort support, informational support, and instrumental/tangible partner support) loaded on the single variable and whether the two dimensions of work-family conflict (i.e., work-to-family conflict and family-to-work conflict) loaded on a single variable. Consistent with the results of Barry et al.'s 2009 study, the four dimensions of perceived partner support (i.e., esteem/emotional support, physical comfort support, informational support, and instrumental/tangible partner support) loaded statistically significantly on a single principal component. The one principal component extracted had an initial eigenvalue of 3.00 and accounted for 75% of the variance in overall perceived partner support. Consistent with the results of Netemeyer et al.'s 1996 study, the two dimensions of work-family conflict (i.e., work-to-family conflict and family-to-work conflict) loaded statistically significantly on a single principal component. One principal component extracted had an initial eigenvalue of 1.61 and accounted for 81% of the variance in overall work-family conflict. I did not run a principal component analysis on the four dimensions of romantic relationship interdependence (i.e., satisfaction, quality of alternatives, investment, and commitment) because the results of the correlation analyses did not justify reducing the aforementioned mediating variables to one possible principal component. The results of the correlation analyses showed commitment correlated statistically significantly and negatively with work-family conflict rather than positively as hypothesized, and satisfaction and investment did not correlate statistically significantly with quality of alternatives as hypothesized (see Table 3).

Table 6 provides the results of PROCESS mediation analyses with the one extracted perceived partner support principal component (i.e., overall perceived partner support) as the independent variable, the one extracted work-family conflict (i.e., overall work-family conflict) as the dependent variable, and the four dimensions of romantic relationship interdependence as the mediating variables. As shown in Table 6, quality of alternatives and commitment each mediated the relationship between overall perceived partner support and overall work-family conflict. The 95% confidence interval for the total effect of overall perceived partner support on overall work-family conflict (path *c*) did not include zero; therefore, the total effect was statistically significant, CI [.06, .36]. The 95% confidence interval for the indirect effects of overall perceived partner support on overall work-family conflict through quality of alternatives and commitment did not include zero; therefore, the indirect effects were statistically significant, CI [.01, .14] and CI [-.15, -.03], respectively. Because the total effect and indirect effects were both statistically significant, the null hypothesis of no mediating effect was rejected.

Table 6

Results of PROCESS Mediation Analyses *With* Overall Perceived Partner Support as the Independent Variable, Overall Work-Family Conflict as the Dependent Variable, and all four Romantic Relationship Independent Components as the Mediating Variables.

Variables	Romantic Relationship Interdependence - Satisfaction				Romantic Relationship Interdependence - Quality of Alternatives				Romantic Relationship Interdependence - Investment				Romantic Relationship Interdependence - Commitment				Work-Family Conflict			
	95% CI				95% CI				95% CI				95% CI				95% CI			
	<i>B</i>	<i>SE</i>	<i>LL</i>	<i>UL</i>	<i>B</i>	<i>SE</i>	<i>LL</i>	<i>UL</i>	<i>B</i>	<i>SE</i>	<i>LL</i>	<i>UL</i>	<i>B</i>	<i>SE</i>	<i>LL</i>	<i>UL</i>	<i>B</i>	<i>SE</i>	<i>LL</i>	<i>UL</i>
Perceived Partner Support – Overall Score																				
Direct effect (<i>c</i>)																	.16*	.07	.02	.30
Indirect effects																				
RRI-SAT																	.02	.05	-.08	.12
RRI-QA																	.06	.03	.01	.14
RRI-INV																	.04	.03	-.02	.12
RRI-COM																	-.08	.03	-.15	-.03
Total Effect (<i>a, c</i>)	1.23**	.15	.94	1.52	.38*	.18	.02	.74	.69**	.13	.43	.94	.43**	.12	.20	.66	.21*	.08	.06	.36
	$R^2(a_1) = 0.33^{**}$ $F(1, 190) = 69.53$				$R^2(a_1) = 0.03^+$ $F(1, 190) = 4.27$				$R^2(a_1) = 0.15^{**}$ $F(1, 190) = 27.56$				$R^2(a_1) = 0.07^{**}$ $F(1, 190) = 13.45$				$R^2(c) = .36^{**}$ $F(5, 186) = 22.84$ $R^2(c) = .04^*$ $F(1, 190) = 7.24$ $\Delta R^2(M-DV) = .32^{**}$ $F(4, 186) = 23.52$			

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

Notes: *a* = Total (Direct) effect of IV on mediator; *c* = Total effect of IV on DV. *c'* = Direct effect of IV on DV. Italicized values were computed using bootstrapping procedures. Unstandardized regression coefficients (*B*) in bold represent statistically significant direct, indirect, and total effects (i.e., 95% confidence intervals do not include zero).

Research has shown that perceived partner support, romantic relationship interdependence, and work-family conflict are single higher order constructs that can be represented by intercorrelated yet sufficiently distinct dimensions (Barry et al., 2009; Netemeyer et al., 1996; Rusbult et al., 1998). Because research has supported a multidimensional model for perceived partner support, romantic relationship interdependence, and work-family (Barry et al., 2009; Netemeyer et al., 1996; Rusbult et al., 1998), I conducted follow-up tests of mediation using the PROCESS macro using the dimensions of perceived partner support (i.e., esteem/emotional support, physical comfort support, informational support, and instrumental/tangible partner support) as the independent variables, the dimensions of work-family conflict (i.e., work-to-family conflict and family-to-work conflict) as the dependent variables, and the dimensions of romantic relationship interdependence (i.e., satisfaction, quality of alternatives, investment, and commitment) as the mediating variables. Table 7, 8, 9, and 10 provide results of PROCESS mediation analyses with the dimensions of perceived partner support (i.e., esteem/emotional support, physical comfort support, informational support, and instrumental/tangible partner support) as the independent variables, the dimensions of work-family conflict (i.e., work-to-family conflict and family-to-work conflict) as the dependent variables, and the dimensions of romantic relationship interdependence (i.e., satisfaction, quality of alternatives, investment, and commitment) as the mediating variables. The results from the follow-up PROCESS mediation analyses reported in Tables 7-10 are supplementary and exploratory, but also and for the most part, are consistent with the results from the primary, overall test of mediation reported in Table 6.

As shown in Table 7, quality of alternatives mediated the relationship between informational support and work-to-family conflict. The 95% confidence interval for the total effect of informational support on work-to-family conflict (path *c*) did not include zero; therefore, the total effect was statistically significant, CI [.26, .87]. The 95% confidence interval for the indirect effects of informational support on work-to-family conflict through quality of alternatives did not include zero; therefore, the indirect effect was statistically significant, CI [.05, .34]. Quality of alternatives mediated the relationship between informational support and family-to-work conflict (see Table 7). The 95% confidence interval for the total effect of informational support on work-to-family conflict (path *c*) did not include zero; therefore, the total effect was statistically significant, CI [.29, .97]. The 95% confidence interval for the indirect effect of informational support on family-to-work conflict through quality of alternatives did not include zero; therefore, the indirect effect was statistically significant, CI [.05, .31].

Table 7

Results of PROCESS mediation analyses with Perceived Partner Support – Information Support as the Independent Variable, both Work-to-Family Conflict and Family to Work Conflict as the Dependent Variables, and all four Romantic Relationship Independent Components as the Mediating Variables.

Variables	Romantic Relationship Interdependence - Satisfaction				Romantic Relationship Interdependence - Quality of Alternatives				Romantic Relationship Interdependence - Investment				Romantic Relationship Interdependence - Commitment				Work-to-Family Conflict				Family to Work Conflict																							
	95% CI		95% CI		95% CI		95% CI		95% CI		95% CI		95% CI		95% CI		95% CI		95% CI																									
	B	SE	LL	UL	B	SE	LL	UL	B	SE	LL	UL	B	SE	LL	UL	B	SE	LL	UL	B	SE	LL	UL																				
Perceived Partner Support – Informational Support																																												
Direct effect (<i>c'</i>)													.40*				.15 .11 .70				.45*				.16 .13 .78																			
Indirect effects																																												
RRI-SAT																	-.03 .09				-.21 .14 .07 .09				-.10 .26																			
RRI-QA																	.17 .07				.05 .34				.15				.06 .05 .31															
RRI-INV																	.06 .06				-.03 .21				.06 .06				-.05 .18															
RRI-COM																	-.03 .03				-.14 .01				-.10 .07				-.24 .01															
Total Effect (<i>a, c</i>)	1.07**				.19 .71 1.44				.59*				.22 .16 1.02				.57**				.16 .26 .88 .23				.15 -.06 .52				.56**				.15 .26 .87				.63**				.17 .29 .97			
												<i>R</i> ² (<i>a</i> ₁) = 0.19**				<i>R</i> ² (<i>a</i> ₂) = 0.04*				<i>R</i> ² (<i>a</i> ₃) = 0.08**				<i>R</i> ² (<i>a</i> ₄) = 0.01				<i>R</i> ² (<i>c'</i>) = .27**				<i>R</i> ² (<i>c'</i>) = .39**												
												<i>F</i> (1, 190) = 33.47,				<i>F</i> (1, 190) = 7.20,				<i>F</i> (1, 190) = 12.91,				<i>F</i> (1, 190) = 2.38,				<i>F</i> (5, 186) = 15.28				<i>F</i> (5, 186) = 20.25												
																								<i>F</i> (1, 190) = 13.33				<i>F</i> (1, 190) = 13.70																
																								<i>ΔR</i> ² (M-DV) = .19**				<i>ΔR</i> ² (M-DV) = .30**																
																								<i>F</i> (4, 186) = 12.28				<i>F</i> (4, 186) = 22.83																

+ *p* < .05; * *p* < .01; ** *p* < .001

Notes: *a* = Total (Direct) effect of IV on mediator; *c* = Total effect of IV on DV. *c'* = Direct effect of IV on DV. Italicized values were computed using bootstrapping procedures. Unstandardized regression coefficients (*B*) in bold represent statistically significant direct, indirect, and total effects (i.e., 95% confidence intervals do not include zero).

As shown in Table 8, there were no statistically significant total effects that could be mediated because physical comfort support did not statistically significantly relate to either work-to-family conflict or family-to-work conflict. The 95% confidence interval for the total effect of physical comfort support on work-to-family conflict (path *c*) and the total effect of physical comfort support on family-to-work conflict (path *c*) did include zero; therefore, the total effects were not statistically significant, CI [-.18, .33] and CI [-.25, .28], respectively.

Table 8

Results of PROCESS Mediation Analyses With Perceived Partner Support – Physical Comfort Support as the Independent Variable, both Work-to-Family Conflict and Family to Work Conflict as the Dependent Variables, and all four Romantic Relationship Independent Components as the Mediating Variables.

Variables	Romantic Relationship Interdependence - Satisfaction				Romantic Relationship Interdependence – Quality of Alternatives				Romantic Relationship Interdependence - Investment				Romantic Relationship Interdependence - Commitment				Work-to-Family Conflict				Family to Work Conflict																																																																											
	95% CI				95% CI				95% CI				95% CI				95% CI																																																																															
	B	SE	LL	UL	B	SE	LL	UL	B	SE	LL	UL	B	SE	LL	UL	B	SE	LL	UL	B	SE	LL	UL																																																																								
Perceived Partner Support – Physical Comfort Support																																																																																																
Direct effect (<i>c'</i>)																	-0.02				.14				-0.25				.30				.03				.14				-0.24				.30																																																			
Indirect effects																																																																																																
RRI-SAT																					.05				.10				-.13				.26				.18				.11				-.01				.42																																															
RRI-QA																					.04				.06				-.07				.16				.04				.05				-.06				.15																																															
RRI-INV																					.08				.07				-.04				.23				.08				.07				-.05				.23																																															
RRI-COM																					-.11				.07				-.26				.01				-.30				.09				-.51				-.16																																															
Total Effect (<i>a, c</i>)	1.25**				.16				.93				1.57				.13				.18				-.23				.48				.67**				.15				.38				.96				.64**				.12				.40				.89				.08				.13				-.18				.33				.02				.13				-.25				.28			
	<i>R</i> ² (<i>a</i> ₁) = 0.35**				<i>R</i> ² (<i>a</i> ₁) = 0.00				<i>R</i> ² (<i>a</i> ₁) = 0.15**				<i>R</i> ² (<i>a</i> ₁) = 0.15**				<i>R</i> ² (<i>c'</i>) = .24**				<i>R</i> ² (<i>c'</i>) = .35**																																																																											
	<i>F</i> (1, 190) = 60.10,				<i>F</i> (1, 190) = 0.47,				<i>F</i> (1, 190) = 21.08,				<i>F</i> (1, 190) = 27.08,				<i>F</i> (5, 186) = 14.04				<i>F</i> (5, 186) = 20.16																																																																											
																	<i>R</i> ² (<i>c</i>) = .00				<i>R</i> ² (<i>c</i>) = .00																																																																											
																	<i>F</i> (1, 190) = 0.37				<i>F</i> (1, 190) = 0.02																																																																											
																	$\Delta R^2(M-DV) = .24**$				$\Delta R^2(M-DV) = .34**$																																																																											
																	<i>F</i> (4, 186) = 14.39				<i>F</i> (4, 186) = 25.39																																																																											

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

Notes: *a* = Total (Direct) effect of IV on mediator; *c* = Total effect of IV on DV. *c'* = Direct effect of IV on DV. Italicized values were computed using bootstrapping procedures. Unstandardized regression coefficients (*B*) in bold represent statistically significant direct, indirect, and total effects (i.e., 95% confidence intervals do not include zero).

As shown in Table 9, the 95% confidence interval for the total effect of esteem/emotional support on work-to-family conflict (path *c*) did include zero; therefore, the total effect was not statistically significant, CI [-.09, .57]. Because the total effect of esteem/emotional support on work-to-family conflict was not statistically significant, there was no statistically significant total effect that could be mediated. However, quality of alternatives and commitment each mediated the relationship between esteem/emotional support and family-to-work conflict (see Table 9). The 95% confidence interval for the total effect of esteem/emotional support on family-to-work conflict (path *c*) did not include zero; therefore, the total effect was statistically significant, CI [.03, .64]. The 95% confidence interval for the indirect effects of esteem/emotional support on family-to-work conflict through quality of alternatives and commitment did not include zero; therefore, the indirect effects were statistically significant, CI [.01, .24] and CI [-.35, -.06], respectively.

Table 9

Results of PROCESS Mediation Analyses With Perceived Partner Support – Esteem/Emotional Support as the Independent Variable, both Work-to-Family Conflict and Family to Work Conflict as the Dependent Variables, and all four Romantic Relationship Independent Components as the Mediating Variables.

Variables	Romantic Relationship Interdependence - Satisfaction				Romantic Relationship Interdependence - Quality of Alternatives				Romantic Relationship Interdependence - Investment				Romantic Relationship Interdependence - Commitment				Work-to-Family Conflict				Family to Work Conflict							
	95% CI				95% CI				95% CI				95% CI				95% CI				95% CI							
	<i>B</i>	<i>SE</i>	<i>LL</i>	<i>UL</i>	<i>B</i>	<i>SE</i>	<i>LL</i>	<i>UL</i>	<i>B</i>	<i>SE</i>	<i>LL</i>	<i>UL</i>	<i>B</i>	<i>SE</i>	<i>LL</i>	<i>UL</i>	<i>B</i>	<i>SE</i>	<i>LL</i>	<i>UL</i>	<i>B</i>	<i>SE</i>	<i>LL</i>	<i>UL</i>	<i>B</i>	<i>SE</i>	<i>LL</i>	<i>UL</i>
Perceived Partner Support – Esteem/Emotional Support																												
Direct effect (<i>c'</i>)																	.08 .16 -.25 .40				.19 .14 -.09 .48							
Indirect effects																												
RRI-SAT																	.04 .10 -.14 .25				.14 .11 -.06 .37							
RRI-QA																	.11 .06 .01 .25				.10 .06 .01 .24							
RRI-INV																	.08 .07 -.05 .26				.08 .08 -.07 .23							
RRI-COM																	-.07 .05 -.18 -.00				-.18 .07 -.35 -.06							
Total Effect (<i>a, c</i>)	1.27**				.17 .93 1.61 .37				.198 -.02 .75 .75**				.15 .44 1.05 .39**				.13 .13 .65 .24				.17 -.09 .57 .33*				.15 .03 .64			
	<i>R</i> ² (<i>a</i> ₁) = 0.27**				<i>R</i> ² (<i>a</i> ₁) = 0.02				<i>R</i> ² (<i>a</i> ₁) = 0.14**				<i>R</i> ² (<i>a</i> ₁) = 0.04**				<i>R</i> ² (<i>c'</i>) = .24**				<i>R</i> ² (<i>c'</i>) = .36**							
	<i>F</i> (1, 190) = 53.63,				<i>F</i> (1, 190) = 3.59,				<i>F</i> (1, 190) = 23.65,				<i>F</i> (1, 190) = 8.52,				<i>F</i> (5, 186) = 13.96				<i>F</i> (5, 186) = 19.48							
																	<i>R</i> ² (<i>c</i>) = .01				<i>R</i> ² (<i>c</i>) = .02*							
																	<i>F</i> (1, 186) = 2.13				<i>F</i> (1, 190) = 4.66							
																	ΔR^2 (M-DV) = .23**				ΔR^2 (M-DV) = .34**							
																	<i>F</i> (4, 186) = 13.73				<i>F</i> (4, 186) = 24.26							

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

Notes: *a* = Total (Direct) effect of IV on mediator; *c* = Total effect of IV on DV. *c'* = Direct effect of IV on DV. Italicized values were computed using bootstrapping procedures. Unstandardized regression coefficients (*B*) in bold represent statistically significant direct, indirect, total effects (i.e., 95% confidence intervals do not include zero).

As shown in Table 10, quality of alternatives mediated the relationship between instrumental/tangible support and work-to-family conflict. The 95% confidence interval for the total effect of instrumental/tangible support on work-to-family conflict (path *c*) did not include zero; therefore, the total effect was statistically significant, CI [-.08, .65]. The 95% confidence interval for the indirect effects of instrumental/tangible support on work-to-family conflict through quality of alternatives did not include zero; therefore, the indirect effect was statistically significant, CI [.01, .23]. Quality of alternatives and commitment each mediated the relationship between instrumental/tangible support and family-to-work conflict (see Table 10). The 95% confidence interval for the total effect of instrumental/tangible support on family-to-work conflict (path *c*) did not include zero; therefore, the total effect was statistically significant, CI [.13, .70]. The 95% confidence interval for the indirect effects of instrumental/tangible support on family-to-work conflict through quality of alternatives and commitment did not include zero; therefore, the indirect effects were statistically significant, CI [.01, .22] and CI [-.29, -.05], respectively.

Thus, Hypothesis 3 was partially supported. Quality of alternatives and commitment each mediated the relationship between overall perceived partner support and overall work-family conflict. Quality of alternatives mediated the relationship between informational support and work-to-family conflict and mediated the relationship between informational support and family-to-work conflict. Quality of alternatives and commitment mediated the relationship between esteem/emotional support and family-to-work conflict. Quality of alternatives mediated the relationship between instrumental/tangible support and work-to-family conflict, and quality of alternatives and commitment mediated the relationship between instrumental/tangible support and family-to-work conflict.

Summary and Transition

I first questioned if the dimensions of perceived partner support and romantic relationship interdependence related to the dimensions of work-family conflict. I hypothesized that esteem/emotional support, physical comfort support, informational support, instrumental/tangible support, satisfaction, investment, and commitment would be related negatively to work-to-family conflict and family-to-work conflict and that quality of alternatives would be related positively to work-to-family conflict and family-to-work conflict. Hypothesis 1 was partially confirmed. As hypothesized, commitment related negatively to work-to-family conflict and family-to-work conflict, and quality of alternatives related positively to work-to-family conflict and family-to-work conflict. Contrary to Hypothesis 1, informational support and instrumental/tangible support correlated statistically significantly and positively with work-to-family conflict. Also,

contrary to Hypothesis 1, informational support, esteem/emotional support, and instrumental/tangible support correlated statistically significantly and positively with family-to-work conflict. The results that esteem/emotional support, physical comfort support, satisfaction, and investment were not statistically significantly correlated with work-to-family conflict were contrary to Hypothesis 1. Finally, the results that physical comfort support, satisfaction, and investment were not statistically significantly correlated with family-to-work conflict were also contrary to Hypothesis 1.

Second, I questioned if the dimensions of perceived partner support and romantic relationship interdependence explained unique variance in the dimensions of work-family conflict. I hypothesized that esteem/emotional support, physical comfort support, informational support, instrumental/tangible support, satisfaction, quality of alternatives, investment, and commitment would explain unique variance in work-to-family conflict and family-to-work conflict. Hypothesis 2 was partially confirmed. Informational support and quality of alternatives each explained unique variance in work-to-family conflict as hypothesized. Regression analyses showed that partners who reported higher levels of informational support and quality of alternatives reported statistically significantly higher levels of work-to-family conflict than partners who reported lower levels of informational support and quality of alternatives. As hypothesized, informational support, quality of alternatives, and commitment each explained unique variance in family-to-work conflict. Regression analyses showed that partners who reported higher levels of informational support and quality of alternatives and lower levels of commitment reported statistically significantly higher levels of family-to-work

conflict than partners who reported lower levels of informational support and quality of alternatives and higher levels of commitment. Contrary to what I hypothesized, esteem/emotional support, physical comfort support, instrumental/tangible support, satisfaction, investment, and commitment did not explain unique variance in work-to-family conflict. Also, contrary to what I hypothesized, esteem/emotional support, physical comfort support, instrumental/tangible support, satisfaction, and investment did not explain unique variance in family-to-work conflict.

Third, I questioned if romantic relationship interdependence mediated the relationship between perceived partner support and work-family conflict. I hypothesized that romantic relationship interdependence would mediate the relationship between perceived partner support and work-family conflict. Hypothesis 3 was partially supported. Quality of alternatives and commitment each mediated the relationship between overall perceived partner support and overall work-family conflict, mediated the relationship between esteem/emotional support and family-to-work conflict, and mediated the relationship between instrumental/tangible support and family-to-work conflict. Quality of alternatives mediated the relationship between informational support and work-to-family conflict, mediated the relationship between informational support and family-to-work conflict, and mediated the relationship between instrumental/tangible support and work-to-family conflict. In Chapter 5, I provide an interpretation of the findings, a description of the study's limitations, and a description of recommendations for further research and the implications for positive social change.

Chapter 5: Discussion, Conclusions, and Recommendations

Introduction

The purpose of this study was threefold: (a) to examine the extent to which dimensions of perceived partner support and romantic relationship interdependence relate to work-family conflict, (b) to examine the extent to which dimensions of perceived partner support and romantic relationship interdependence explain unique variance in work-family conflict, and (c) to examine the extent to which romantic relationship interdependence mediates the relationship between perceived partner support and work-family conflict. This was a non-experimental cross-sectional study in which I collected quantitative data. Independent variables were the four dimensions of perceived partner support (i.e., esteem/emotional, physical comfort, information, and instrumental/tangible partner support) and the four dimensions of romantic relationship interdependence (i.e., satisfaction, quality of alternatives, investment, and commitment). Dependent variables were the two dimensions of work-family conflict (i.e., work-to-family conflict and family-to-work conflict).

I obtained quantitative data by using multiple scales from the revised Support in Intimate Relationships Rating Scale (SIRRS), the Investment Model Scale, and scales developed and validated by Netemeyer et al. (1996). The assessment instruments were administered electronically and participants completed the surveys outside their normal work hours. The population of interest was adult employees currently involved in a romantic relationship, regardless of the type or duration of the romantic relationship. The final sample consisted of 192 participants, recruited from SurveyMonkey Contribute.

I hypothesized that esteem/emotional support, physical comfort support, informational support, instrumental/tangible support, satisfaction, investment, and commitment would be related negatively to work-to-family conflict and family-to-work conflict and that quality of alternatives would be related positively to work-to-family conflict and family-to-work conflict. As hypothesized, commitment related negatively to work-to-family conflict and family-to-work conflict and quality of alternatives related positively to work-to-family conflict and family-to-work conflict was supported.

However, contrary to my hypothesis, informational support and instrumental/tangible support correlated statistically significantly and positively with work-to-family conflict. Also, contrary to my hypothesis, informational support, esteem/emotional support, and instrumental/tangible support correlated statistically significantly and positively with family-to-work conflict. The results that esteem/emotional support, physical comfort support, satisfaction, and investment were not statistically significantly correlated with work-to-family conflict were contrary to my hypothesis. The results that physical comfort support, satisfaction, and investment were not statistically significantly correlated with family-to-work conflict were also contrary to my hypothesis.

I hypothesized that esteem/emotional support, physical comfort support, informational support, instrumental/tangible support, satisfaction, quality of alternatives, investment, and commitment would explain unique variance in work-to-family conflict and family-to-work conflict. As hypothesized, informational support and quality of alternatives each explained unique variance in work-to-family conflict; moreover,

informational support, quality of alternatives, and commitment each explained explain unique variance in family-to-work conflict. However, contrary to my hypothesis, (a) esteem/emotional support, physical comfort support, instrumental/tangible support, satisfaction, investment, and commitment did not explain unique variance in work-to-family conflict; and (b) esteem/emotional support, physical comfort support, instrumental/tangible support, satisfaction, and investment did not explain unique variance in family-to-work conflict.

I hypothesized that romantic relationship interdependence would mediate the relationship between perceived partner support and work-family conflict. As hypothesized, quality of alternatives and commitment each mediated the relationship between overall perceived partner support and overall work-family conflict. Quality of alternatives mediated the relationship between informational support and work-to-family conflict and mediated the relationship between informational support and family-to-work conflict as hypothesized. As hypothesized, quality of alternatives and commitment mediated the relationship between esteem/emotional support and family-to-work conflict. Quality of alternatives mediated the relationship between instrumental/tangible support and work-to-family conflict as hypothesized. As hypothesized, quality of alternatives and commitment mediated the relationship between instrumental/tangible support and family-to-work conflict.

Interpretation of the Findings

As hypothesized, commitment correlated negatively with work-to-family conflict and family-to-work conflict, and quality of alternatives correlated positively with work-

to-family conflict and family-to-work conflict. The negative correlation between commitment and work-to-family conflict and family-to-work conflict and the positive correlation between quality of alternatives and work-to-family conflict and family-to-work conflict corroborate the proposition of the investment model that romantic relationship interdependence influences superior couple functioning (Le & Agnew, 2003; Rusbult, 1980; Rusbult & Buunk, 1993; Rusbult et al., 1998). Specifically, commitment relating negatively to work-to-family conflict and family-to-work conflict and quality of alternatives relating positively to work-to-family conflict and family-to-work conflict imply that high levels of commitment (i.e., strong intent to persist in a relationship and maintain the relationship) and low levels of quality alternatives (i.e., weak perceived desirability and attractiveness of the best available alternative to a relationship) are significant in minimizing both work-to-family conflict and family-to-work conflict.

As hypothesized, quality of alternatives explained unique variance in work-to-family conflict and family-to-work conflict. Consistent with the theoretical framework of the investment model, romantic relationship interdependence influences superior couple functioning (Le & Agnew, 2003; Rusbult, 1980; Rusbult & Buunk, 1993; Rusbult et al., 1998), partners who reported higher levels of quality of alternatives reported statistically significantly higher levels of work-to-family conflict and family-to-work conflict than partners who reported lower levels of quality of alternatives.

As hypothesized, quality of alternatives and commitment each mediated the relationship between overall perceived partner support and overall work-family conflict, mediated the relationship between esteem/emotional support and family-to-work conflict,

and mediated the relationship between instrumental/tangible support and family-to-work conflict. Quality of alternatives mediated the relationship between informational support and work-to-family conflict, mediated the relationship between informational support and family-to-work conflict, and mediated the relationship between instrumental/tangible support and work-to-family conflict. The support for the hypothesis that romantic relationship interdependence would mediate the relationship between perceived partner support and work-family conflict supports the propositions of Granrose et al. (1992), Shumaker and Brownell (1984), and Ahmed et al. (2011). Granrose et al. (1992) and Shumaker and Brownell (1984) proposed that the characteristics of the romantic relationship can influence the desire of a partner to provide social support. Ahmed et al. (2011) proposed that social exchanges foster feelings of interdependence among individuals and serve as a basis for the provision of social support.

The results of the overall test of mediation and the follow-up tests of mediation showed that the dimensions of romantic relationship interdependence mediated the relationship between overall perceived partner support and overall work-family conflict slightly differently than the relationships between the dimensions of perceived partner support and the dimensions of work-family conflict. Quality of alternatives and commitment each mediated the relationship between overall perceived partner support and overall work-family conflict, mediated the relationship between esteem/emotional support and family-to-work conflict, and mediated the relationship between instrumental/tangible support and family-to-work conflict. However, only quality of alternatives mediated the relationship between informational support and work-to-family

conflict, mediated the relationship between informational support and family-to-work conflict, and mediated the relationship between instrumental/tangible support and work-to-family conflict.

The results from the tests of mediation support the propositions that perceived partner support, romantic relationship interdependence, and work-family conflict are single higher order constructs that can be reliably and validly represented by intercorrelated yet sufficiently distinct dimensions (Barry et al., 2009; Netemeyer et al., 1996; Rusbult et al., 1998). The results from the tests of mediation showing that commitment and quality of alternatives were significant mediators of the relationship between perceived partner support and work-family conflict support the propositions of social exchange theory (Ahmed et al., 2011; Döring & Dietmar, 2003), the investment model (Le & Agnew, 2003; Rusbult, 1980; Rusbult & Buunk, 1993; Rusbult et al., 1998), and role theory (Aryee et al., 2005; Biddle, 1979; Hardy & Conway, 1988; Zedeck & Mosier, 1990). According to social exchange theory, feelings of interdependence form as a result of social exchanges and serve as a basis for the provision of social support (Ahmed et al., 2011). According to the investment model, feelings of interdependence develop from an evaluation of the quality of the best availability alternatives to the current relationship and an evaluation of the commitment to the current relationship (Le & Agnew, 2003; Rusbult, 1980; Rusbult & Buunk, 1993; Rusbult et al., 1998). In the investment model, Rusbult and Buunk (1993) proposed that partners are inclined to maintain the current romantic relationship that provides rewards, such as social support, when they are highly committed to the romantic relationship. Rusbult and Buunk (1993)

also proposed that partners are inclined to maintain the current romantic relationship that provides rewards when they perceive available alternatives to the current romantic relationship as poor or less attractive. Low levels of commitment and high levels of quality of alternatives draw an individual away from the current romantic relationship and make an individual less willing to sacrifice for the sake of his or her partner or the long-term good of the relationship (Rusbult & Buunk, 1993). Advancing social exchange theory, Döring and Dietmar (2003) proposed that conflict can occur within the romantic relationship when a partner does not sacrifice and does not fulfill his or her obligations by not reciprocating with appropriate rewards (Döring & Dietmar, 2003). According to role theory, individuals sacrifice the obligations and expectations of a disregarded role while selecting another role and conforming to the selected role's norms, obligations, and expectations in an attempt to reduce conflict (Aryee et al., 2005; Biddle, 1979; Hardy & Conway, 1988; Zedeck & Mosier, 1990).

Some of the results of this study were not consistent with the theoretical frameworks of social exchange theory and the investment model. Esteem/emotional support, physical comfort support, satisfaction, and investment were not statistically significantly correlated with work-to-family conflict, and physical comfort support, satisfaction, and investment were not statistically significantly correlated with family-to-work conflict. Esteem/emotional support, physical comfort support, instrumental/tangible support, satisfaction, investment, and commitment did not explain unique variance in work-to-family conflict; and esteem/emotional support, physical

comfort support, instrumental/tangible support, satisfaction, and investment did not explain unique variance in family-to-work conflict.

Contrary to what was hypothesized and inconsistent with the theoretical propositions of social exchange theory and the investment model, informational support and instrumental/tangible support correlated statistically significantly and positively with work-to-family conflict; informational support, esteem/emotional support, and instrumental/tangible support correlated statistically significantly and positively with family-to-work conflict. The hypothesis that informational support explained unique variance in work-to-family conflict and family-to-work conflict was supported.

However, the direction of the relationship between informational support and work-to-family family-to-work conflict was different from what was expected. Contrary to what was hypothesized and inconsistent with the theoretical framework of the investment model, partners who reported higher levels of informational support reported statistically significantly higher levels of work-to-family conflict and family-to-work conflict than partners who reported lower levels of informational support.

Exchange-oriented equity theory regarding relational maintenance, developed by Canary and Stafford (1992) and further advanced by Stafford and Canary (2006) and Ledbetter, Stassen- Ferrara, and Dowd (2013), offers a possible explanation for the contrary findings regarding increased levels of perceived partner support and increased levels of romantic relationship interdependence relating to increased levels of work-family conflict. According to exchange-oriented equity theory, individuals are motivated to maximize the outcome values of their romantic relationships, and the outcome values

of romantic relationships are maximized in equitable relationships (Canary & Stafford, 1992; Ledbetter, Stassen- Ferrara, & Dowd, 2013). Therefore, a possible explanation for the contrary results is that increased levels of perceived partner support and romantic relationship interdependence are related to an increase in motivation to maintain the romantic relationship and to increase effort and behaviors to restore equity in the relationship. In turn, the aforementioned increased levels in motivation are related to increased levels of work-family conflict due to the exhaustion of resources attempting to maintain the relationship and restore equity.

Aryee et al. (1999), Lau (1981), Siu-Kai (1981), and Wharton and Blair-Loy (2002) have proposed that family-to-work conflict is more salient than work-to-family conflict for United States employees and employees reared in an individualistic culture due to their normative and behavioral tendency to place the interests of the individual, the society, and other social groups over and above the interests of the family. Contrary to the proposition proposing the salience of family-to-work conflict for United States employees and employees reared in an individualistic culture, the results from a follow-up paired sample *t*-test showed that the mean for work-to-family conflict was statistically significantly higher than the mean for family-to-work conflict, $t(229) = 9.10, p < .00$. Partners in this study, sampled predominately from an individualistic culture, reported experiencing statistically significantly higher levels of work-to-family conflict than family-to-work conflict. A possible explanation for the contrary results is that work-to-family conflict was more salient than family-to-work conflict due to the pursuit of family interests over work interests by the participants of this study.

Implications

My study's findings that the dimensions of romantic relationship interdependence mediated the relationship between overall perceived partner support and overall work-family conflict slightly differently than the relationships between the dimensions of perceived partner support and the dimensions of work-family conflict suggest the importance of utilizing multidimensional model to assess perceived partner support, romantic relationship interdependence, and work-family. The results from the tests of mediation support the propositions that perceived partner support, romantic relationship interdependence, and work-family conflict are single higher order constructs that can be reliably and validly represented by intercorrelated yet sufficiently distinct dimensions (Barry et al., 2009; Netemeyer et al., 1996; Rusbult et al., 1998). Therefore, an implication of my study is that an incomplete, inaccurate picture is constructed regarding the relationships among perceived partner support, romantic relationship interdependence, and work-family conflict if a multidimensional model is not used.

The findings of this study that are contrary to the theoretical theories and models used as the theoretical frameworks for this study have theoretical implications. The contradictory findings observed in this study are contrary to social exchange theory and the investment model and the proposition that perceived partner support and romantic relationship interdependence influence other romantic relationship characteristics indicative of superior couple functioning.

According to social exchange theory, partners exchange social rewards (i.e., partner support) in a romantic relationship in order to develop a romantic relationship

with the following romantic relationship characteristics: (a) growing intrinsic attraction and feelings of intrinsic significance and social approval for the individuals involved in the social exchanges, (b) growing dependence on each other for rewards, (c) fear of rejection, (d) pleasure derived from pleasing each other, (e) identification with each other produced by love, (f) desire to symbolically express love for each other, (g) desire to strengthen attachment to each other and the relationship, (h) expressing and confirming one's own commitment to the romantic relationship, and (i) promoting the other partner's growing commitment to the relationship (Blau, 1964). As mentioned previously, a position of the investment model is that increased levels of satisfaction, investment, and commitment and decreased levels of quality of alternatives (i.e., romantic relationship interdependence) influence other romantic relationship characteristics indicative of superior couple functioning and whether one chooses to stay in a relationship or leave a relationship (Le & Agnew, 2003; Rusbult, 1980; Rusbult & Buunk, 1993; Rusbult et al., 1998).

My study's findings that perceived partner support and romantic relationship interdependence influenced other romantic relationship characteristics not indicative of superior couple functioning (i.e., increased levels of work-family conflict) suggest that there are alternative explanations for the statistically significant relationships among perceived partner support, romantic relationship interdependence, and work-family conflict not accounted for by social exchange theory and the investment model. A major theoretical implication of this study is that a different model than the one proposed might better explain the relationships among perceived partner support, romantic relationship

interdependence, and work-family conflict. My findings that perceived partner support and romantic relationship interdependence were related to increased levels of work-family conflict are consistent with exchange-oriented equity theory developed by Canary and Stafford (1992) and further advanced by Stafford and Canary (2006) and Ledbetter, Stassen- Ferrara, and Dowd (2013). According to exchange-oriented equity theory, individuals seek to maximize their outcomes and outcomes are maximized in equitable relationships (Canary & Stafford, 1992; Ledbetter, Stassen- Ferrara, & Dowd, 2013). According to Canary and Stafford (1992), partners who perceive their relationships as equitable will devote effort and engage in behaviors to maintain those relationships as they are; whereas, partners who perceive their relationships as inequitable will devote less effort and will engage in less behaviors to maintain those relationships. Adding to Canary and Stafford's (1992) assertions, Weigel and Ballard-Reisch (1999) asserted that the perceptions individuals have about their romantic relationship influence how hard they work at maintaining the romantic relationship. Weigel and Ballard-Reisch (1999) further asserted that individuals seek to persist mentally, emotionally, and behaviorally in their romantic relationship when individuals have positive perceptions about the relationship. If a partner perceives garnering more benefits in the relationship relative to his or her efforts, the partner will be motivated to increase his or her effort and behaviors to maintain the relationship (Canary & Stafford, 1992). As discussed in Chapters 1 and Chapter 2, individuals have a fixed amount of resources (e.g., time and energy) to expend in order to participate in multiple roles and meet multiple role obligations and role expectations (Aryee et al., 2005; Greenhaus & Powell, 2006). Individuals participating in

multiple roles will exhaust the fixed resources which will impair role functioning ultimately, eventually which will lead to role conflict (Aryee et al., 2005).

The findings of this study that perceived partner support and romantic relationship interdependence were related to increased levels of work-family conflict support the exchange-oriented equity theory's proposition that a partner who has positive perceptions about the romantic relationship (i.e., increased levels of perceived partner support and increased levels of romantic relationship interdependence) will be motivated to increase his or her effort and behaviors to restore equity in the relationship and to maintain the relationship. The motivation to increase effort and behaviors to restore equity in the relationship and to maintain the relationship due to positive perceptions about the relationship offers support for role theory and an explanation for the increased levels of work-family conflict reported by this study's participants due participating in multiple roles and exhausting the amount of resources in order to meet multiple role obligations and role expectations. Blau (1964) and Döring and Dietmar (2003) asserted that social support exchanges create an obligation for the partners to continue the exchange processes and that discontent and conflict can occur within the romantic relationship when a partner does not fulfill his or her obligations by not reciprocating with appropriate rewards. However, a major theoretical implication of this study is that conflict can occur within the romantic relationship when a partner does fulfill his or her obligations by reciprocating with appropriate rewards because it obligates and motivates the other partner to continue the exchange processes to restore and maintain an equitable romantic relationship.

Another major theoretical implication of this study is the results that partners from an individualistic culture reported experiencing statistically significantly higher levels of work-to-family conflict than family-to-work conflict. The aforementioned results suggest the interference of the work domain on the family domain was a more prominent type of interference than the interference of the family domain on the work domain in the lives of my participants who were sampled from an individualistic culture. The results of this study that showed partners reported experiencing statistically significantly higher levels of work-to-family conflict than family-to-work conflict is an important theoretical implication because the results contradict the propositions regarding the differences in cultural beliefs regarding the importance of work interests and family interests.

Employees from a collectivist culture (e.g., Hong Kong, Chinese employees) have a normative and behavioral tendency to place the interests of the family over and above the interests of the individual, the society, and other social groups (i.e., *utilitarianistic familism*); whereas American employees from an individualistic culture have a normative and behavioral tendency to place the interests of the individual, the society, and other social groups over and above the interests of the family (Aryee et al., 1999; Lau, 1981; Siu-Kai, 1981; Wharton & Blair-Loy, 2002). American employees are more likely to emphasize the work roles/ responsibilities over their family roles/ responsibilities and are more likely to perceive family roles/ responsibilities as conflicting with work roles/ responsibilities (Aryee et al., 1999; Wharton & Blair-Loy, 2002). In conducting a cross-cultural test of a model of work-family interface, Aryee et al. (1999) found support for the cultural belief of utilitarianistic familism and support for their hypotheses regarding

anticipated cultural differences between Hong Kong Chinese and American employees concerning the salience of work-to-family conflict versus family-to-work conflict. In comparing the results from their 1999 study with the results of Frone et al.'s 1992 study, Aryee et al. found that the family-to-work conflict was more salient for United States employees than Hong Kong Chinese employees and that work-to-family conflict was more salient for Hong Kong Chinese employees than United States employees. The major theoretical implication of this study is a revision of theoretical propositions regarding utilitarianistic familism and a revision of the conceptual model presented in this study to better explain the occurrence of work-to-family conflict versus family-to-work family. The findings of this study that partners sampled predominately from an individualistic culture experienced statistically significantly higher levels of work-to-family conflict than family-to-work conflict, $t(229) = 9.10, p < .00$, offer support for the inclusion of the theoretical construct utilitarianistic familism in models of work-family conflict and for an assessment of the influence cultural beliefs regarding the importance of work interest and family interests in attempting to better understand and explain the occurrence of work-to-family conflict versus family-to-work family.

A practical implication of this study is the added knowledge of the role of the romantic relationship in the occurrence of work-family conflict through a focus on the relationships between specific characteristics of the romantic relationship and work-family conflict. My current study's findings offer guidance in the development of effective family-friendly workplace practices and workplace and home strategies to address work-family conflict. Another practical implication is the focus on adults who

are in a romantic relationship. Adults who are in a romantic relationship represent a large percentage of the workforce. The U.S. Census Bureau Statistical Abstract of the United States (2012) and United States Department of Labor Bureau of Labor Statistics (2012a, 2012b, 2012c) state that employees who are legally married with the spouse present have greater participation rates in the workforce than employees who are not legally married (i.e., single, divorced, legally separated, and widowed) and employees who are married but the spouse is absent (i.e., married but living apart because either the husband or wife is employed and living at a considerable distance from home, is serving away from home in the Armed Forces, has moved to another area, or has a different place of residence for any other reason except legal separation). When marital status is reconceptualized, as advocated by Ross (1995), as being involved in a romantic relationship and having a social attachment with a romantic partner, individuals in a romantic relationship represent a larger percentage of the workforce than those not in a romantic relationship. The added knowledge regarding the occurrence of work-family issues in the lives of the employees who are in a romantic relationship offers employers and employees the opportunity to enact positive social changes in both the work and family domains of employees who represent a sizeable percentage of the workforce.

Limitations of the Study

There are several limitations of this study. One limitation is the lack of causal inferences that can be made due to the fact the study was a non-experimental cross-sectional, survey study. The study's non-experimental design allowed for the assessment of relationships among the variables of interest; however, the results do not allow for the

inferences of causal relationships among the variables of interest. A second limitation is that the data obtained was obtained solely through self-report measures. Obtaining data solely through self-report measures is a limitation due to the potential of response bias and courtesy bias, and this limitation is heightened due to the perceived sensitive and personal nature of the variables assessed in this study. A third limitation is those who decided not to participate differed from those who decided to participate and that these differences were driven by the assessment instruments used (e.g., the number of items presented), the method of administration (i.e., items presented electronically using online survey software), conditions the assessment instruments were administered (i.e., surveys completed outside normal work hours), and data use. The limitation that those who decided not to participate differed from those who decided to participate is a concern because it potentially limits the generalizability of the results of this study to the population of interest; that is, employees in current occupational levels ranging from entry level positions to executive level positions who were currently involved in a romantic relationship, regardless of the type or duration of the romantic relationship. A fourth limitation is the concern of a potentially inflated Type I error as a result of the multiple analyses that were performed to test Hypotheses 3. A fifth limitation is that hours participants worked were not controlled for in the statistical analyses to examine my study's hypotheses. The participants in my study worked an average of 38 hours, which indicates that my sample was comprised of full-time employees and part-time employees. Although participants were asked about their number of hours worked per week, I did not control for hours worked in the statistical analyses to examine the study's

hypotheses. The final limitations are there was no consideration of whether or not the participant's partner worked as well and what the impact of the employment status of the participant partner's might have on perceptions of partner support, romantic relationship interdependence, and work-family conflict. For example, the impact on perceptions of partner support, romantic relationship interdependence, and work-family conflict might be statistically, significantly different if both romantic partners were employed full-time and worked different shifts versus if one partner was employed full-time and the other partner was unemployed.

Recommendations

One limitation of this study is the lack of causal inferences that can be made due to the fact the study was a non-experimental cross-sectional, survey study. Although an experimental study is not feasible to assess potential causal relationships, a more comprehensive set of statistical controls built into the research design based on a literature review of potentially relevant confounding variables is recommended to assess and statistically control for all such relevant variables. Another recommendation is to conduct a longitudinal study. A longitudinal study would permit an investigation of relationships between specific characteristics of the romantic relationship and work-family conflict based on data collected from the same subjects over a significant period of time. A third recommendation for future research is to collect data from both partners using the revised SIRRS, the Investment Model Scale, and the work-to-family conflict and family-to-work conflict scales to address the potential of response bias and courtesy bias and to further explore the potential relationships among perceived partner support,

romantic relationship interdependence, and work-family conflict from both partners' perceptions rather than one partner's perceptions. A fourth recommendation for future research is to collect demographic data from both partners using self-report (e.g. number of hours worked by both partners and the total number of per week that the partners spend together), and to include the demographic variables as covariates and potential moderator variables in analyses of relationships among perceived partner support, romantic relationship interdependence, and work-family conflict. To further assess generalizability, a fifth recommendation is to investigate (a) if romantic relationship characteristic differences exist between those who decide not to participate in a study and those who decide to participate or (b) if a relationship exists between participation rates and assessment instruments used, the method of administration, conditions the assessment instruments were administered, and data use. Because the results were contrary to the hypotheses formulated for this study, a final recommendation for future research is to investigate if the current study's results regarding the relationships among perceived partner support, romantic relationship interdependence, and work-family conflict as measured by esteem/emotional support, physical comfort support, informational support, instrumental/tangible partner support, satisfaction, quality of alternatives, investment, commitment, work-to-family conflict, and family-to-work conflict support, romantic relationship interdependence, and work-family conflict are reached. Specifically, a recommendation for future research is to determine whether the nuanced findings in Tables 7-10 are meaningful and substantive.

Conclusion

As we continue to experience an increased participation of women, single parents, and dual earning household members in the workplace, work-family conflict is a societal issue that we must address due to the increased interdependence between work and family domains. The societal and empirical goals of better understanding work-family conflict continue to be important as employees participating in both the work and family domains strive to achieve a balance between work and family domains and a balance between work and family roles. The results of this study support the proposition that the work and family domains are interdependent and support the proposition that there are characteristics of the romantic relationship that do relate to work-family conflict. Although the hypotheses were not fully supported, this study offers employers and employees the opportunity to enact positive social change due to an increased understanding of the role characteristics of romantic relationship play in the experience of work-family conflict. This study offers researchers the opportunity to contribute to the literature through future research.

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Appendix A: Research Recruitment Flyer



RESEARCH PARTICIPANTS NEEDED

I am looking for [REDACTED] employees who are currently involved in a romantic relationship to be in my study.

The purpose of this study is to examine your perceptions of your romantic partner's support, your degree of romantic relationship interdependence, and your degree of work-family conflict. If you agree to be in this study, you will be asked to:

- Complete a demographic survey that consists of 12 questions
- Complete a survey using multiple scales from established instruments that consists of 75 questions.
- Your total investment time should be between 30 to 45 minutes

Your participation in this study is voluntary and anonymous.

If you are interested in or would like to learn more about my study:

- ***Access the following link:*** [REDACTED]
- ***Visit the [REDACTED] and click on my announcement***
- ***Read my posting on the [REDACTED],***
- ***Or contact me at [REDACTED].***

Your participation is NOT mandated by [REDACTED], and should not take any priority over nor interfere with your regular duties.

Thank you,

Christie M. Charles

Walden University School of Psychology – Ph.D. Candidate Organizational Psychology



Appendix B: Facebook Posting

██████ Employees:

I am looking for ██████ employees who are currently involved in a romantic relationship to be in my study. The purpose of this study is to examine your perceptions of your romantic partner's support, your degree of romantic relationship interdependence, and your degree of work-family conflict. If you agree to be in this study, you will be asked to complete a demographic survey that consists of 12 questions and a survey using multiple scales from established instruments that consists of 75 questions. Your total investment time should be between 30 to 45 minutes. Your participation in this study is voluntary and anonymous. Your participation is NOT mandated by ██████████ and should not take any priority over nor interfere with your regular duties.

If you are interested in or would like to learn more about my study, please access the link below.

<https://www.surveymonkey.com/r/CJ9HDZ8>

Thank you,

Christie M. Charles
Walden University School of Psychology – Ph.D. Candidate Organizational Psychology

████████████████████
████████████████████

Appendix C: [REDACTED] Email Announcement

You are invited to take part in a **voluntary** research study. Your participation is NOT mandated by [REDACTED] and **should not** take any priority over nor interfere with your regular duties.

Voluntary Nature of the Study:

Your participation in this study is voluntary and anonymous. This means that everyone will respect your decision whether or not you want to be in the study. All information that you provide will be held in the strictest confidence. Raw data will be reviewed by the researcher and supervising academic chair; however, only the overall survey results will be reviewed by others. To help ensure your privacy and to protect the identity of all participants, names, address, and other identifiable information were purposely left out of this study. The researcher will not be able to identify the participants of the study.

Please note that Christie M. Charles, the researcher who is a doctoral student at Walden University, is an employee with [REDACTED]. This study is separate from Christie M. Charles's role as a [REDACTED]. Your decision whether or not to participate will not affect your current or future relations with the organization, Walden University, or Christie M. Charles. If you initially decide to participate, you are still free to discontinue participating in the study at any time without affecting the relationships with the organization, Walden University, or Christie M. Charles.

Background Information:

The purpose of this study is to examine your perceptions of your romantic partner's support, your degree of romantic relationship interdependence, and your degree of work-family conflict.

The researcher is inviting adult employees in current occupational levels ranging from entry level positions to president/ chief operating officer who are currently involved in a romantic relationship, regardless of the type or duration of the romantic relationship to be in the study. This form is part of a process called "informed consent" to allow you to understand this study before deciding whether to take part or not.

Procedures:

If you agree to be in this voluntary study, you will be asked to:

- Complete a demographic survey that consists of 12 questions
- Complete a survey using multiple scales from established instruments that consists of 75 questions.
- Your total investment time should be between 30 to 45 minutes

Risks and Benefits of Being in the Study:

There are minimal risks associated with participation in this study, and every measure will be taken to ensure that any potential risks are kept to a minimum. There are no short or long-term individual benefits for participating in this study; however, the main benefit of this research is to identify factors that may help reduce work-family conflict among adult employees who are currently involved in a romantic relationship.

Payment:

There is no compensation for your participation in this study.

Privacy:

Any information you provide will be kept anonymous and confidential. To ensure anonymity, your name will not be given at any point during the study, and the researcher will not include any potentially identifiable information in any reports of the study. To ensure confidentiality, your information will be provided in a manner that prevents any information from being connected with you, and all information will be kept in the strictest confidence. Data will be kept in a secure fashion for a period of at least 5 years, as required by the university.

Contacts and Questions:

Christie M. Charles is the researcher conducting this study. Dr. Vincent Fortunato is the committee chairperson for this study. You may ask any questions you have now, or if you have questions later, you may contact Christie M. Charles at [REDACTED] or at [REDACTED]. If you would like to receive a report of this research when it is completed or a summary of the findings, please contact Christie M. Charles at [REDACTED] or at [REDACTED]. If you want to speak privately about your rights as a participant, you can call Dr. Leilani Endicott. She is the Walden University representative who can discuss this with you. Her phone number is [REDACTED]. Walden University's approval number for this study is 08-06-15-0143067, and it expires on August 5, 2016.

Once the link to the surveys is accessed, it is important that you respond honestly to each question. You will not be able to save or come back later to complete any portion of the surveys, so please do not skip any questions. Only fully completed surveys will be used in order to ensure accuracy of the data, so you will need to answer all questions. If there are questions you do not want to answer, you may discontinue participation at any time. To protect your privacy, a consent signature is not requested. Submission of the completed surveys will indicate consent to participate.

If you are interested in participating in my study, please access the link below.

<https://www.surveymonkey.com/r/CJ9HDZ8>

Thank you in advance for your participation.

Christie M. Charles

Christie M. Charles

Walden University School of Psychology – Ph.D. Candidate Organizational Psychology



Appendix D: Recruitment Facebook Reminder(s)

██████ Employees:

Two weeks ago, you were first invited to take part in my research study. I am still looking for ██████ employees who are currently involved in a romantic relationship to be in my study. If you have already taken part in this study by completing the surveys, please accept my sincere thanks and appreciation. If you have not yet taken part in this research study, I kindly request that you do so as quickly as possible by clicking the link below. This is an excellent opportunity to participate in well needed research for the region, and it is therefore important that as many participants as possible are included. The purpose of this study is to examine your perceptions of your romantic partner's support, your degree of romantic relationship interdependence, and your degree of work-family conflict. If you agree to be in this study, you will be asked to complete a demographic survey that consists of 12 questions and a survey using multiple scales from established instruments that consists of 75 questions. Your total investment time should be between 30 to 45 minutes. Please remember your participation in this study is voluntary and anonymous. Please be reminded that your participation is NOT mandated by ██████ and should not take any priority over nor interfere with your regular duties.

If you are interested in or would like to learn more about my study, please access the link below.

<https://www.surveymonkey.com/r/CJ9HDZ8>

Thank you,

Christie M. Charles
Walden University School of Psychology – Ph.D. Candidate Organizational Psychology

████████████████████
████████████████████

Appendix E: Debriefing Form

DEBRIEFING FORM

Thank you so much for participating in this study designed to examine your perceptions of your romantic partner's support, your degree of romantic relationship interdependence, and your degree of work-family conflict. Your participation was very valuable to me in my attempts to identify factors that may help reduce work-family conflict among adult employees who are currently involved in a romantic relationship. I know you are very busy, and I very much appreciate the time you devoted to participating in this study.

As stated earlier, there is no compensation for your participation in this study, and any information you provided will be kept anonymous and confidential.

It is very important that you do not discuss this study with anyone else until the study is complete as this could affect the results of the study. My efforts will be greatly compromised if participants come into this study knowing what it is about and how the ideas are being tested.

If you have any questions or concerns regarding this study, its purpose or procedures, or if you have a research-related problem, please feel free to contact me at [REDACTED]. Should you wish to learn more about this research, please ask me, and I can provide you with more details and perhaps point you to some published research available on the internet.

If you would like to receive a copy of the final report of this study or a summary of the findings when it is completed, please feel free to contact me at [REDACTED].

Thank you again for your participation!

Christie M. Charles
Walden University School of Psychology – Ph.D. Candidate Organizational Psychology
[REDACTED]

Appendix F: Demographic Data Survey

1. How old are you?
2. Please indicate your sex/gender:
 1. Male
 2. Female
3. How many months have you been with your partner?
4. How many children do have currently living at home?
5. Please indicate your race/ethnicity:
 1. White/Caucasian
 2. Black/African-American
 3. Native American/Eskimo
 4. Asian/Pacific Islander
 5. Hispanic/Latino
 6. Other
6. How many months have you been with company?
7. How many months have you been in your current position?

8. Please indicate your highest level of education you have completed:

1. Primary School
2. Elementary/High School
3. College/University
4. Graduate School

9. Please indicate your income level:

1. \$10,000-\$14,999
2. \$15,000-\$24,999
3. \$25,000-\$34,999
4. \$35,000-\$49,999
5. \$50,000 +

10. How many hours per week, on average, do you work on your work-related tasks and responsibilities (whether at the workplace or at home)?

11. How many hours per week, on average, do you work on your family-related tasks and responsibilities (whether at the workplace or at home)?

12. Please indicate your current occupational level:

1. Non-managerial, line-level position

2. First-level management (i.e., Team leaders, Supervisors, and Managers)
3. Mid-level management (i.e., Directors and Executive Directors)
4. Upper-level management (i.e., Vice Presidents and Chiefs)

Appendix G: Revised Support in Intimate Relationships Rating Scale (SIRRS)

Think back over your day and the various stresses, hassles, problems, and challenges you have faced. With these events in mind, take a minute and think back to the interactions you have had with your partner. For each of the items on the SIRRS, indicate as closely as you can how often your partner engaged in each behavior over the course of the previous month, using the following 5-point Likert-type scale ranging from 0 (*never*) to 4 (*almost always*):

0	1	2	3	4
Never	Seldom	Sometimes	Often	Almost Always

1. Gave me suggestions about how to handle a situation
2. Told me what to do to solve a problem or deal with a situation
3. Helped me think about a situation in a new way
4. Taught me or showed me how to do something
5. Shared a personal experience that was similar to my situation
6. Shared facts or information with me about a situation I was facing
7. Restated what I had told him/her about a situation
8. Inferred how I was feeling about a situation
9. Hugged me or cuddled with me
10. Kissed me
11. Held my hand
12. Patted or stroked me affectionately
13. Told me everything would be OK
14. Said he/she thought I handled a situation well

15. Expressed confidence in my ability to handle a situation
16. Said good things about me
17. Said it was OK to feel the way I was feeling
18. Took my side when discussing my situation
19. Said he/she would feel the same way in my situation
20. Said I was not at fault for my situation
21. Offered to do something to help me directly w/my situation
22. Did something to help me directly
23. Offered to help me indirectly (e.g., offered to do my chores)
24. Did something to help me indirectly (e.g., did my chores)
25. Offered to do something with me to help me feel better

Appendix H: Investment Model Scale

Satisfaction Level Facet and Global Items

1. Please indicate the degree to which you agree with each of the following statements regarding your current relationship using the following 4-point Likert-type scale ranging from 0 (*Don't Agree At All*) to 3 (*Agree Completely*):

0	1	2	3
Don't Agree At All	Agree Slightly	Agree Moderately	Agree Completely

- a. My partner fulfills my needs for intimacy (sharing personal thoughts, secrets, etc.)
- b. My partner fulfills my needs for companionship (doing things together, enjoying each other's company, etc.)
- c. My partner fulfills my sexual needs (holding hands, kissing, etc.)
- d. My partner fulfills my needs for security (feeling trusting, comfortable in a stable relationship, etc.)
- e. My partner fulfills my needs for emotional involvement (feeling emotionally attached, feeling good when another feels good, etc.)

Please indicate the degree to which you agree with each of the following statements regarding your current relationship using the following 9-point Likert-type scale ranging from 0 (*Don't Agree At All*) to 8 (*Agree Completely*):

0	1	2	3	4	5	6	7	8
Do Not Agree At All				Agree Somewhat				Agree Completely

1. I feel satisfied with our relationship.
2. My relationship is much better than others' relationships
3. My relationship is close to ideal
4. Our relationship makes me very happy
5. Our relationship does a good job of fulfilling my needs for intimacy, companionship, etc.

Quality of Alternatives Facet and Global Items

1. Please indicate the degree to which you agree with each statement regarding the fulfillment of each need in alternative relationships (e.g., by another dating partner, friends, family) using the following 4-point Likert-type scale ranging from 0 (*Don't Agree At All*) to 3 (*Agree Completely*):

0	1	2	3
Don't Agree At All	Agree Slightly	Agree Moderately	Agree Completely

- a. My needs for intimacy (personal thoughts, secrets, etc.) could be fulfilled in alternative relationships
- b. My needs for companionship (doing things together, enjoying each other's company, etc.) could be fulfilled in alternative relationships
- c. My sexual needs (holding hands, kissing, etc.) could be fulfilled in alternative relationships
- d. My needs for security (feeling trusting, comfortable in a stable relationship, etc.) could be fulfilled in alternative relationships
- e. My needs for emotional involvement (feeling emotionally attached, feeling good when another feels good, etc.) could be fulfilled in alternative relationships.

Please indicate the degree to which you agree with each statement regarding the fulfillment of each need in alternative relationships (e.g., by another dating partner, friends, family) using the following 9-point Likert-type scale ranging from 0 (*Don't Agree At All*) to 8 (*Agree Completely*):

0	1	2	3	4	5	6	7	8
Do Not Agree At All				Agree Somewhat				Agree Completely

1. The people other than my partner with whom I might become involved are very appealing.
2. My alternatives to our relationship are close to ideal (dating another, spending time with friends or on my own, etc.).
3. If I weren't dating my partner, I would do fine-I would find another appealing person to date.
4. My alternatives are attractive to me (dating another, spending time with friends or on my own, etc.).
5. My needs for intimacy, companionship, etc., could easily be fulfilled in an alternative relationship.

Investment Size Facet and Global Items

1. Please indicate the degree to which you agree with each of the following statements regarding your current relationship using the following 4-point Likert-type scale ranging from 0 (*Don't Agree At All*) to 3 (*Agree Completely*):

0	1	2	3
Don't Agree At All	Agree Slightly	Agree Moderately	Agree Completely

- a. I have invested a great deal of time in our relationship
- b. I have told my partner many private things about myself (I disclose secrets to him/her).
- c. My partner and I have an intellectual life together that would be difficult to replace
- d. My sense of personal identity (who I am) is linked to my partner and our relationship
- e. My partner and I share many memories

Please indicate the degree to which you agree with each of the following statements regarding your current relationship using the following 9-point Likert-type scale ranging from 0 (*Don't Agree At All*) to 8 (*Agree Completely*):

0	1	2	3	4	5	6	7	8
Do Not Agree At All				Agree Somewhat				Agree Completely

1. I have put a great deal into our relationship that I would lose if the relationship were to end.
2. Many aspects of my life have become linked to my partner (recreational activities, etc.), and I would lose all of this if we were to break up.
3. I feel very involved in our relationship-like I have put a great deal into it.
4. My relationships with friends and family members would be complicated if my partner and I were to break up (e.g., partner is friends with people I care about).
5. Compared to other people I know, I have invested a great deal in my relationship with my partner.

Commitment Level Items

Please indicate the degree to which you agree with each of the following statements regarding your current relationship using the following 9-point Likert-type scale ranging from 0 (*Don't Agree At All*) to 8 (*Agree Completely*):

0	1	2	3	4	5	6	7	8
Do Not Agree At All				Agree Somewhat				Agree Completely

1. I want our relationship to last for a very long time.
2. I am committed to maintaining my relationship with my partner.
3. I would not feel very upset if our relationship were to end in the near future.
4. It is likely that I will date someone other than my partner within the next year.
5. I feel very attached to our relationship-very strongly linked to my partner.
6. I want our relationship to last forever.
7. I am oriented toward the long-term future of my relationship (for example, I imagine being with my partner several years from now).

Appendix I: Work-Family Conflict and Family-Work Conflict Scales

Work-Family Conflict Scale

Please read each of the following statements and indicate the degree to which you agree or disagree, using the following 7-point Likert-type scale ranging from 0 (*strongly disagree*) to 6 (*strongly agree*):

0	1	2	3	4	5	6
Strongly Disagree	Moderately Disagree	Slightly Disagree	Neutral	Slightly Agree	Moderately Agree	Strongly Agree

1. The demands of my work interfere with my home and family life.
2. The amount of time my job takes up makes it difficult to fulfill family responsibilities.
3. Things I want to do at home do not get done because of the demands my job puts on me.
4. My job produces strain that makes it difficult to fulfill family duties.
5. Due to work related duties, I have to make changes to my plans for family activities.

Family-Work Conflict Scale

Please read each of the following statements and indicate the degree to which you agree or disagree, using the following 7-point Likert-type scale ranging from 0 (*strongly disagree*) to 6 (*strongly agree*):

0	1	2	3	4	5	6
Strongly Disagree	Moderately Disagree	Slightly Disagree	Neutral	Slightly Agree	Moderately Agree	Strongly Agree

1. The demands of my family or spouse/partner interfere with work related activities.
2. I have to put off doing things at work because of demands on my time at home.
3. Things I want to do at work don't get done because of the demands of my family or spouse/partner.
4. My home life interferes with my responsibilities at work such as getting to work on time, accomplishing daily task, and working overtime.
5. Family-related strain interferes with my ability to perform job-related duties.

Appendix J: Permission from Data Collection Site to Conduct Research

[REDACTED]

[REDACTED]

Dear Christie M. Charles,

Based on my review of your research proposal, I give permission for you to conduct the study entitled Work-Family Conflict: Does Romantic Love Matter? within the [REDACTED]

[REDACTED]. As part of this study, I authorize you to recruit [REDACTED] transmitted through the company's email system, and flyers posted in the various entrance/exit areas of the company. I also authorize the proposed data collection procedures, which entail that employees be allowed to participate voluntarily in the study by completing surveys. However, employee's participation must occur outside their normal work hours. I give permission for you to conduct the study with the following understanding aimed at minimizing conflicts of interest and other potential ethical problems:

- 1.) Your role as a Walden University student researcher is separate from your role at [REDACTED].
- 2.) Participation in your study is strictly voluntary, and any information you provide will be kept anonymous and confidential. Inform consent form should state explicitly.
- 3.) Participation in your study should not take any priority over nor interfere with participants' regular duties. Inform consent form should state explicitly.
- 4.) [REDACTED] is allowed to review all information derived from your study, including summaries, scholarly paper, or other printed material before the information is released to the public.
- 5.) A report of your research when it is completed or a summary of the findings must be released to participants upon request.

6.) A report of your research when it is completed or a summary of the findings must be released to [REDACTED].

We reserve the right to withdraw from the study at any time if our circumstances change. I confirm that I am authorized to approve research in this setting and that this plan complies with the organization's policies.

I understand that the data collected will remain entirely confidential and may not be provided to anyone outside of the student's supervising faculty/staff without permission from the Walden University IRB.

Sincerely,

[REDACTED]

Appendix K: Permission to Use Survey(s)

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File: Charles, Christie (author)

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John E. Landers
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Appendix L: Curriculum Vitae

Christie M. Charles

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

PROFESSIONAL PROFILE

A scholar-practitioner in the field of organizational psychology who applies principles of psychology to resolve human resources, administration, management, sales, and marketing problems and improve worker productivity. Activities include policy planning; employee testing and selection, training and development, employee performance appraisal, and organizational/program development and analysis.

EDUCATION

Walden University, Minneapolis, MN

Ph.D. in Organizational Psychology**2016**

Dissertation: "Work-Family Conflict: Does Romantic Love Matter?"

University of Louisiana at Lafayette, Lafayette, LA	
M.S. in General/Experimental Psychology	2003
Thesis: "The Role of Motivation and Self-Regulated Learning in Optimizing the Effectiveness of Cooperative Learning Activities for Low Achieving Students"	
University of Southwestern Louisiana, Lafayette, LA	
B.S. in Psychology	1999
Minor: English	

AWARDS

Emily "Mae Mae" LeBlanc Badeaux Memorial Endowed Scholarship	2002 – 2003
Annual Outstanding Scholastic Achievement	1994 – 1999
Annual Black Student Achievement Awards	1994 – 1999

TEACHING EXPERIENCE

University of Louisiana at Lafayette, Lafayette, LA	
Instructor of Psychology	2008 - present
<ul style="list-style-type: none"> ❖ Developed syllabi and overall course structure for introductory general psychology courses and introductory industrial/organizational psychology courses ❖ Developed syllabi and overall course structure for graduated-level supervised teaching course. 	
Adjunct Instructor of Psychology	2003 - 2008
<ul style="list-style-type: none"> ❖ Developed syllabi and overall course structure for introductory general psychology courses, educational psychology course, child psychology courses, and introductory industrial/organizational psychology courses 	
Teaching Assistant – Psychology Department	2001 - 2003
<ul style="list-style-type: none"> ❖ Collaborated on curriculum and exam development, met with students upon request, lectured, graded written work, and assisted with the maintenance of the department's subject pool 	

RELATED PROFESSIONAL EXPERIENCE AND SERVICES

Forever Unconfined, Inc. – Lafayette, LA **2014 – present**

Consultant

- ❖ Created an assessment instrument to assess training effectiveness of training at annual Global Leadership Summits
- ❖ Assisted with the data collection and data analyses of data collected at annual Global Leadership Summits

Stuller, Inc. – Lafayette, LA

Logistics Operation Technician – Logistics Operations**2008 – present**

- ❖ Supports the order fulfillment process throughout the company and provides assistance to expedite order processing, prevent problems, adhere to company's on-time delivery and customer service standards, and improve processes
- ❖ Participate in cross-functional teams that support process improvements and /or team development
- ❖ Participate in cross-functional teams that are responsible for accurate receiving, storing, and shipping of products
- ❖ Maintain data integrity across several Oracle and WMS systems
- ❖ Provide excellent customer service via phone and in person regarding company's products and services
- ❖ Create, document, and maintain monthly reports
- ❖ Assist management with ensuring inventory integrity by aiding in the tracking/control and preparation of all inventory

Acadian Ambulance – Lafayette, LA.

Consultant**2006**

- ❖ Organized and facilitated several management workshops for Acadian Ambulance

Stuller, Inc. – Lafayette, LA

Training Manager - Fulfillment Department**2004 – 2008**

- ❖ Interviewed, screened, trained, and retrained associates
- ❖ Created standard operating procedures (SOPs) for each job task performed in the
- ❖ Created skills/ knowledge assessment tests
- ❖ Developed and implemented new training methods and requirements for associates
- ❖ Developed and implemented new coaching guidelines/ requirements associates, especially new hires, regarding performance.

INVITED TALKS, COLLOQUIA, AND WORKSHOPS

“Smashing Organizational Conflict”

Guest speaker for UL Lafayette’s Student Leadership Council, Lafayette, LA.

2014

“Becoming a More Effective Cross-Generational Manager

Guest speaker at Acadian Ambulance’s Annual Retention Submit, Lafayette, LA.

2007

“Becoming a More Effective Cross-Generational Manager”

Guest speaker at Acadian Ambulance’s Annual Retention Submit, Lafayette, LA.

2006

MEMBERSHIPS

Phi Kappa Phi

American Psychological Association

Society for Industrial and Organizational Psychology