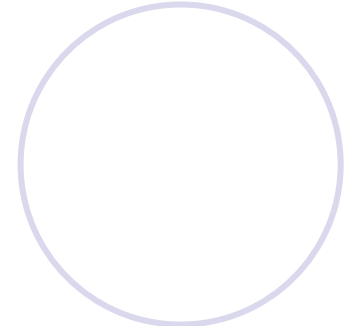
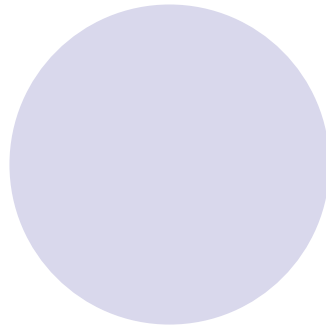
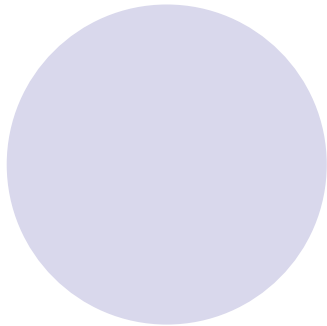


Work Hours as a Predictor of Stress Outcomes



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Work Hours

- Objective individual-level variable: work hours
- Objective couple-level variable: total family work hours
- Subjective individual-level indicators of work schedules
- Subjective couple-level indicators of work schedules



Individual Work Hours and Negative Outcomes

Long work hours is associated with:

- High experienced job demands
(Karasek & Theorell, 1990)
- High emotional exhaustion
(Landsbergis, 1988)
- High marital tension
(Hughes & Galinsky, 1994)
- High work-family conflict
(Grzywacz & Marks, 2000)



Individual Work Hours and Positive Outcomes

Long work hours is associated with:

- **High role balance**
(Marks & MacDermid, 1996)
- **Good physical health**
(Bird & Fremont, 1991; Herold & Waldron, 1985)
- **Low psychological distress**
(Barnett & Shen, 1997; Hughes & Galinsky, 1994)
- **Low anxiety**
(Kohn & Schooler, 1982)



Individual Work Hours and Unrelated Outcomes

Long work hours is unrelated to:

- **Life satisfaction**
(Barnett & Gareis, 2000a)
- **Marital-role quality**
(Brennan, Barnett & Gareis, 2001)
- **Job-role quality**
(Barnett & Gareis, 2000b)
- **Intention to turn over**
(Barnett & Gareis, 2000b)



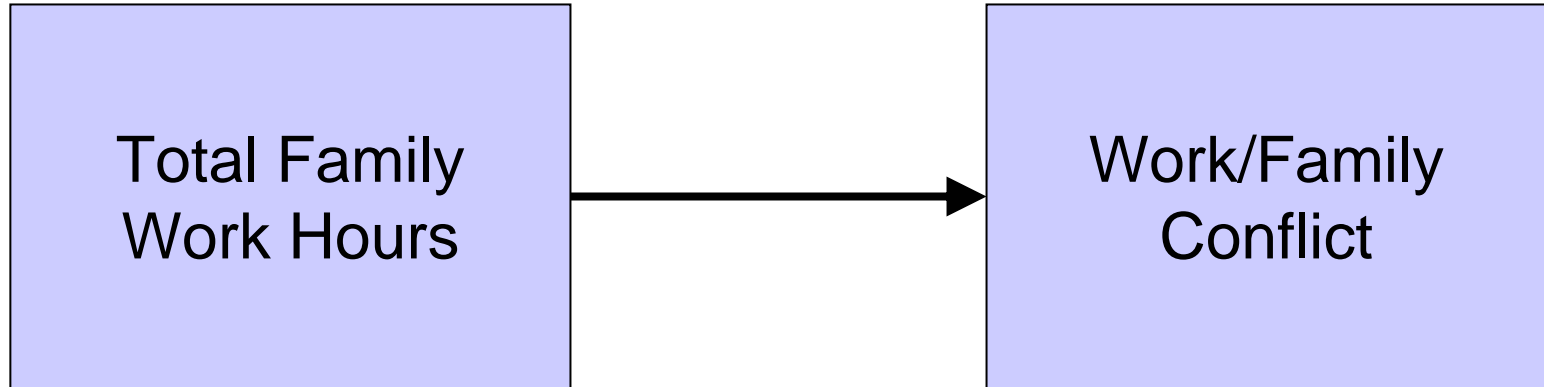
Total Family Work Hours (TFWH) per Week of Dual-Earner Couples with Children

| Dual Earners with Children | 1977 | 2002 | Change |
|----------------------------|------|------|--------|
| Mean Hours | 81 | 91 | +10 |

Source: Bond, J. T., Thompson, C., Galinsky, E., & Prottas, D. (2003). *Highlights of the 2002 National Study of the Changing Workforce* (No. 3). New York: Families and Work Institute.



Hypothesis



Within-Couple Objective “Work Time” Variables: Time Varying and Time Invariant

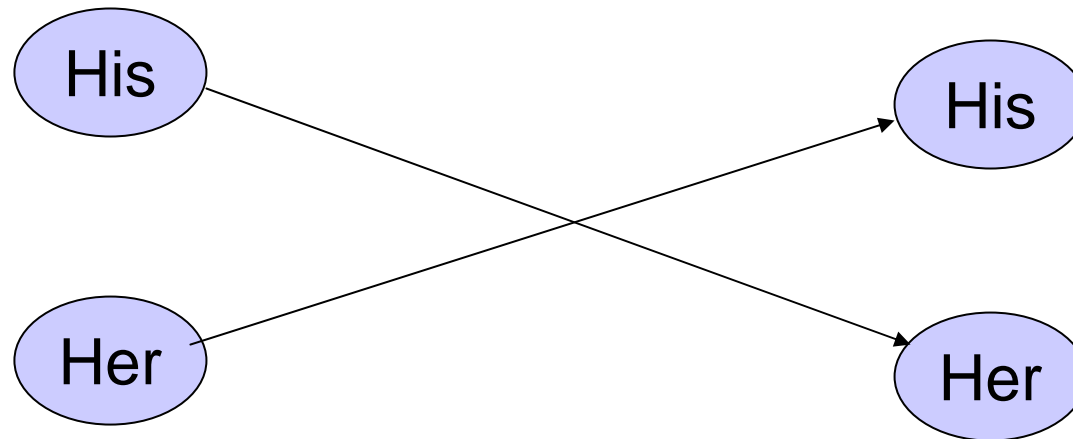
- Individual
 - His actual work hours
 - Her actual work hours
- Total Family Work Hours
 - Sum of his and her work hours
- Proportional Time
 - His proportion of total work hours
 - Her proportion of total work hours
- Difference in Hours
 - His minus hers
 - Hers minus his



Crossover Effects

Work Hours

Marital-Role
Quality



Outcome Variables

- Work-family conflict
- Marital-role quality
- Job-role quality
- Parent-role quality
- Psychological distress



Longitudinal Study

- Random sample of 211 dual-earner couples ($N = 422$) with children
- Reside in one of two Boston suburbs
- Interviewed 3 times over 2-year period



TFWH Control Variables

- Age
- Negative affectivity
- Income (logged per capita)
- Education
- Number of children





Overview

- Overall, there are relatively few effects of any form of objective work hours, whether operationalized as individual work hours or as some form of composite couple work hours measure (*TFWH, proportional, or difference*).





- **Time-invariant analyses:**

The relationship between TFWH and husband's rating of his work-family conflict was significant; however, it was driven by the absolute number of hours the husband worked.





- **Time-varying analyses:**

The relationships linking increases in TFWH to increases in husband's parent-role quality and husband's distress also turned out to be driven by increases in his work hours alone.





- **Crossover Analyses:**

There was no evidence of any crossover effects.



Two other findings in the time-varying analyses involved the difference between the two partners' work hours.

- For women, as her hours relative to his increased, her ratings of work-family conflict also increased.





- For men, as his hours relative to hers increased, his marital-role quality decreased.





Trends

- For her:
 - As TFWH increased, her marital-role quality showed a trend to decrease.
- For him:
 - As TFWH increased, his ratings of work-family conflict showed a trend to increase.



Implications

- Individual and couple-level objective number of hours is ***not*** a very strong predictor of mental health and quality-of-life (QOL) outcomes.



Implications

- Individual and couple-level objective number of hours is ***not*** a very strong predictor of mental health and quality-of-life (QOL) outcomes.
- Subjective evaluations of the meaning of working long hours may be better predictors of such outcomes.



Subjective Indicators

“The *meaning* men and women assign to their roles as parents, workers, and marital partners”

(Perry-Jenkins, Repetti, & Crouter, 2000, p. 990).



Three Subjective Indicators

- Difficulty of Tradeoffs
- Subjective Evaluation of Work Schedule (SEWS)
- Schedule Fit



Characteristics of the Sample

141 married reduced-hours physicians
with employed spouses.

Gender. Female 82.3%

Race/Ethnicity. White 90.0%

Parent. Yes 95.7%

Number of Children. Mean = 1.9
(SD = 0.9)

Working Current Schedule: Mean = 47.4 months
(SD = 47.3)

Work Hours. Mean = 30.2
(20-86 hours/week, SD = 9.1)

Study funded by the Alfred P. Sloan Foundation.





Difficulty of Tradeoffs

The distress experienced due to the discrepancy between the professional activities employees would like to perform and their current work arrangement.





Control Variables

- Working their preferred number of hours
- Medical specialization
- Age
- Negative affectivity
- *Per capita* household income
- Gender
- Number of children at home



Relationships between Difficulty of Tradeoffs and Three QOL Indices

| | Psychological Distress | Job-Role Quality | Intention to Turn Over |
|------------------------------------|------------------------|------------------|------------------------|
| Predictors | <i>B</i> | <i>B</i> | <i>B</i> |
| Difficulty of Tradeoffs | 4.04 *** | -0.42 *** | 0.62 ** |
| Work Hours | -0.09 | -0.01 | -0.02 |
| R² | .17 | .35 | .16 |
| N = 141. ** p < .01. *** p < .001. | | | |

Barnett, R. C., & Gareis, K. C. (2000). Reduced-hours employment: The relationship between difficulty of trade-offs and quality of life. *Work and Occupations*, 27(2), 168-187.



Subjective Evaluation of Work Schedule (SEWS)

The balance between the rewards and the concerns employees experience in their current work schedule.



SEWS Sample Items

Reward Items

- Having more time for children
- Having more time for oneself
- Having more time for personal pursuits
- Less exhausted at work

Concern Items

- Having to forgo some aspects of your work that you value
- Job insecurity
- Being excluded from decision making at work
- The reduced pay



Relationships between SEWS and Four QOL Indices

| | Psychological Distress | Burnout | Life Satisfaction | Positive Affect |
|----------------------|------------------------|-----------|-------------------|-----------------|
| Predictors | <i>B</i> | <i>B</i> | <i>B</i> | <i>B</i> |
| SEWS | -4.18 ** | -0.39 *** | 2.48 *** | 0.23 *** |
| Work Hours | -0.08 | 0.02 | 0.05 | 0.00 |
| R² | .13 | .25 | .23 | .22 |

N = 141. ** $p < .01$. *** $p < .001$.

Barnett, R. C., & Gareis, K. C. (2000). Reduced-hours job-role quality and life satisfaction among married women physicians with children. *Psychology of Women Quarterly*, 24, 358-364.





Schedule Fit

The degree to which employees' and their partners' work arrangements (the number and distribution of work hours) meet their own needs and those of their family.





Sample Items

- How well is your current work arrangement working for you?
- How well is your current work arrangement working for your spouse/partner?
- How well is your spouse's current work arrangement working for you?
- How well is your spouse's current work arrangement working for him/her?



Relationships between Schedule Fit and Four QOL Indices

| | Life Satisfaction | Burnout | Job-Role Quality | Marital-Role Quality |
|------------------------------------|-------------------|-----------|------------------|----------------------|
| Predictors | B | B | B | B |
| Schedule Fit | 1.97 *** | -0.21 *** | 0.31 *** | 0.14 * |
| Work Hours | -0.04 | 0.00 | 0.00 | -0.00 |
| R ² | .32 | .37 | .26 | .12 |
| N = 141. ** p < .01. *** p < .001. | | | | |

Barnett, R. C. (2002). *An expanded model of the job stress-illness relationship*. Paper presented at the Social Roles, Stress and Health First European Conference, Las Palmas, Canary Islands.



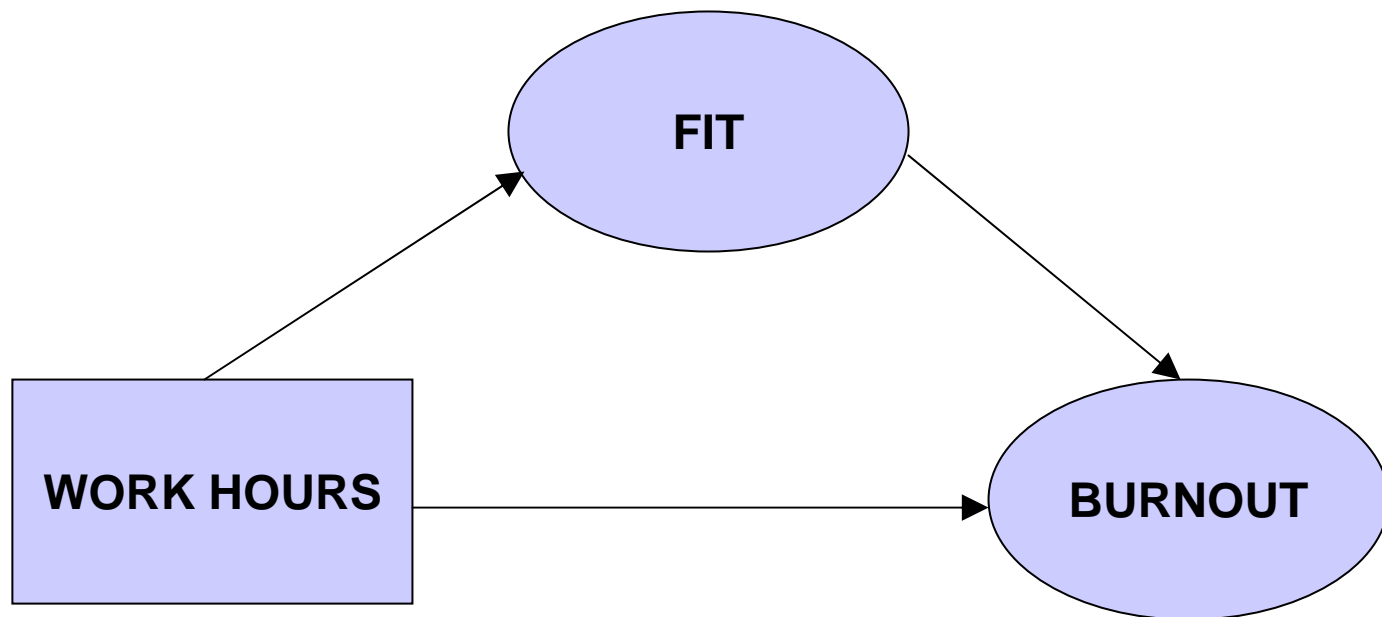
Reduced hours is associated with positive outcomes if it is related to:

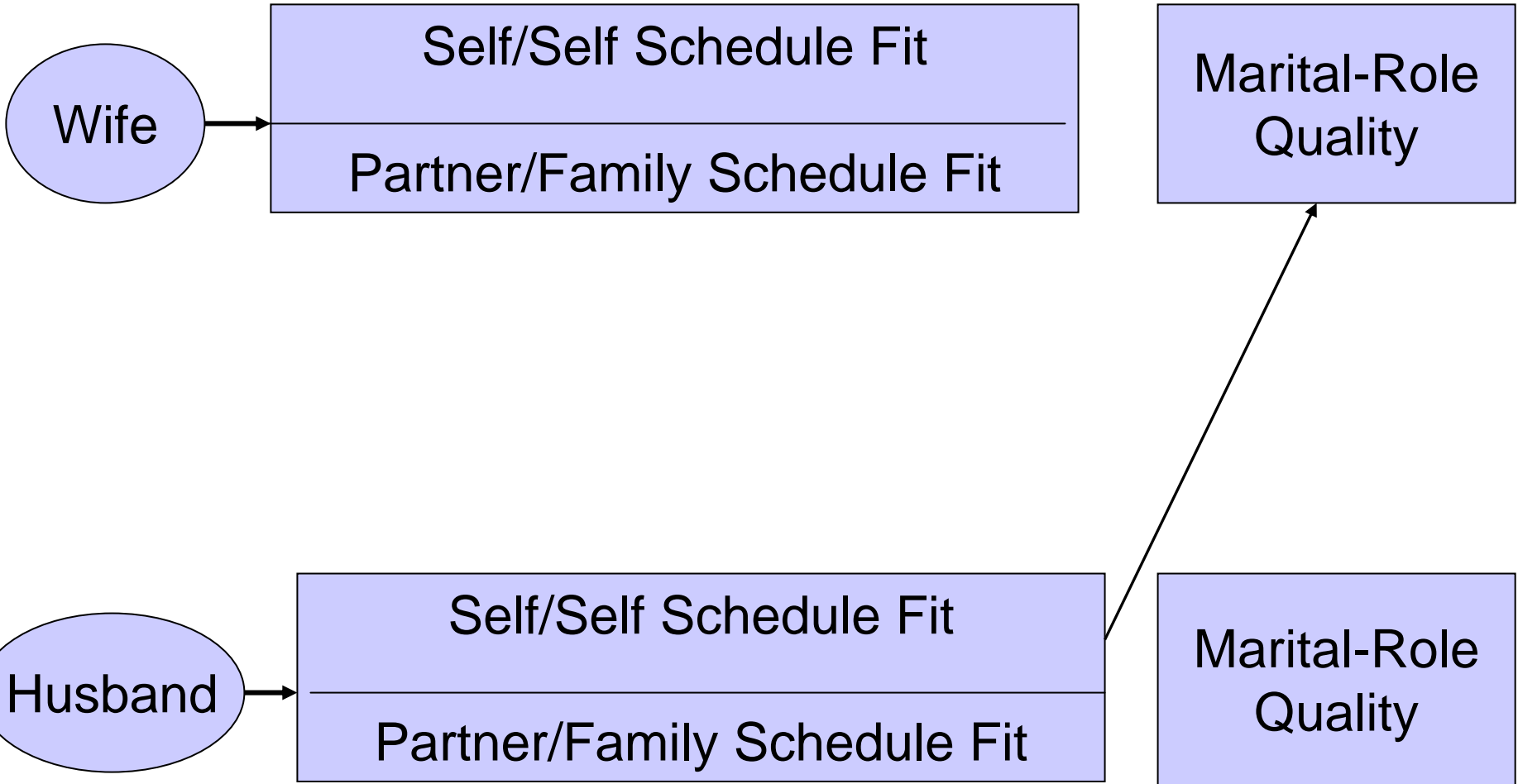
- Low difficulty of tradeoffs,
- More rewards than concerns, and
- Good schedule fit with employees' needs and those of their families.

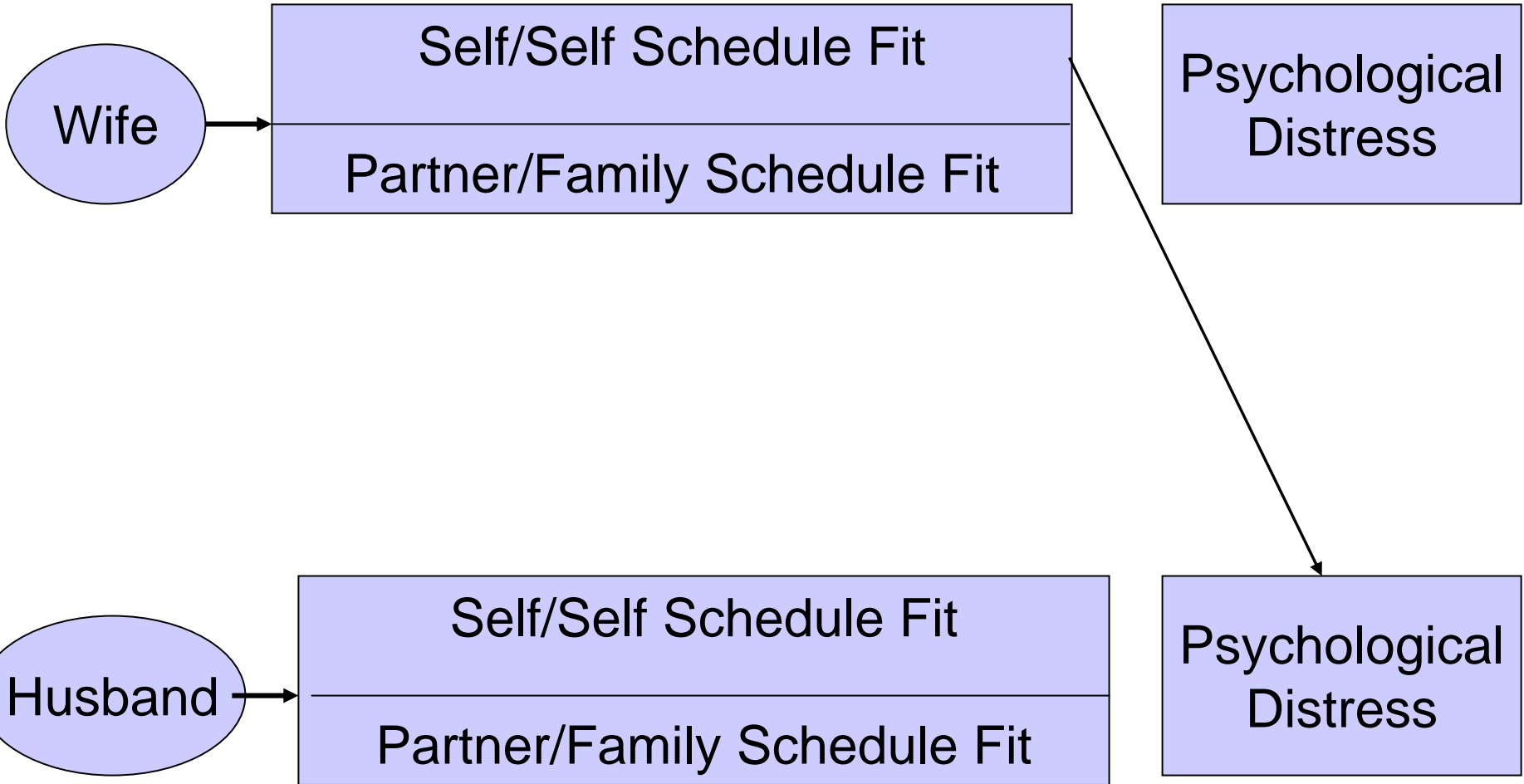


Mediating Effect of Subjective Indicators

- Schedule fit also mediated the relationship between long work hours and burnout.









Summary

- At least with respect to the variables we studied, long work hours *per se* is not a strong predictor of mental health and QOL outcomes.





Summary

- Subjective indicators of work hours are more powerful predictors of such outcomes.





Summary

- It is important to take the couple as the unit of analysis to fully understand the relationship between work hours and mental health and QOL outcomes.





Summary

- Future research should study the linkages both individually and within couples between long work hours and such health-care behaviors as regular exercise, routine medical checkups, and healthy eating habits.

