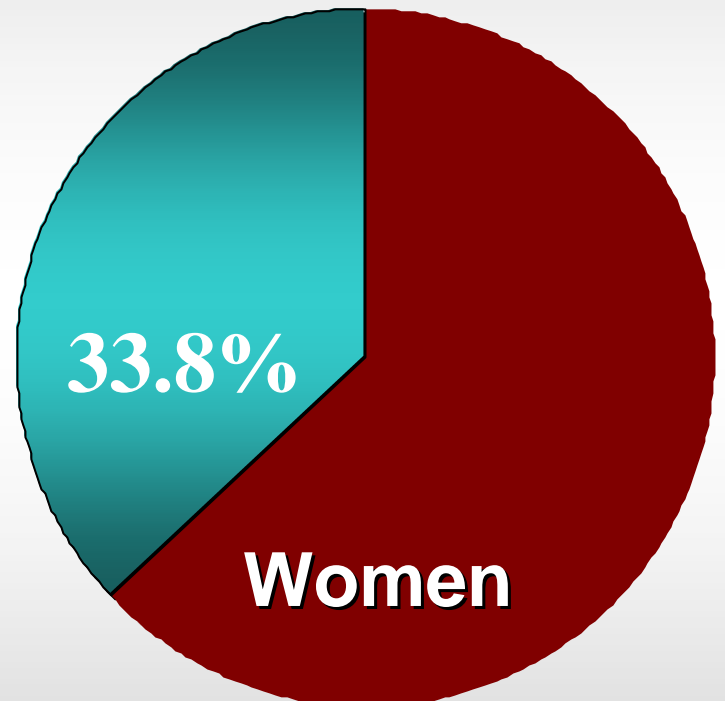
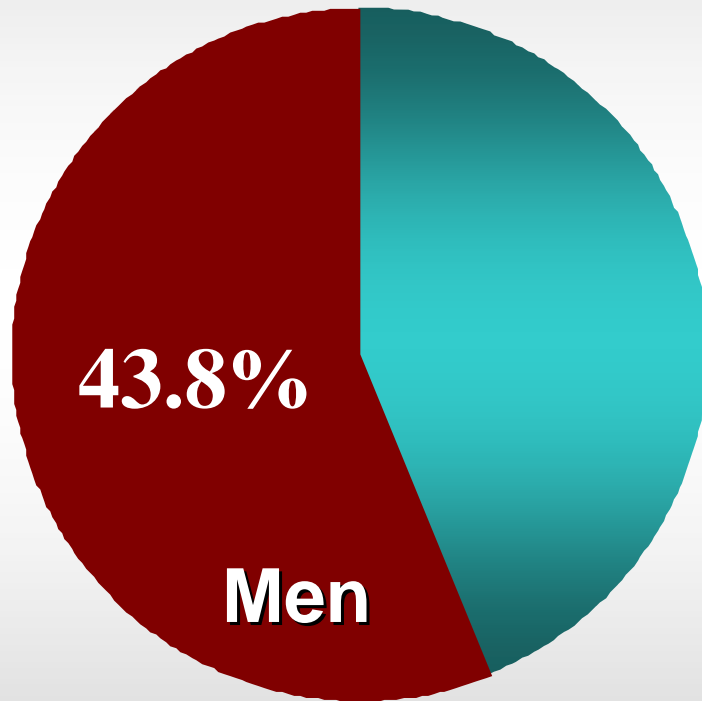


# Part-Time Work is Not a Panacea



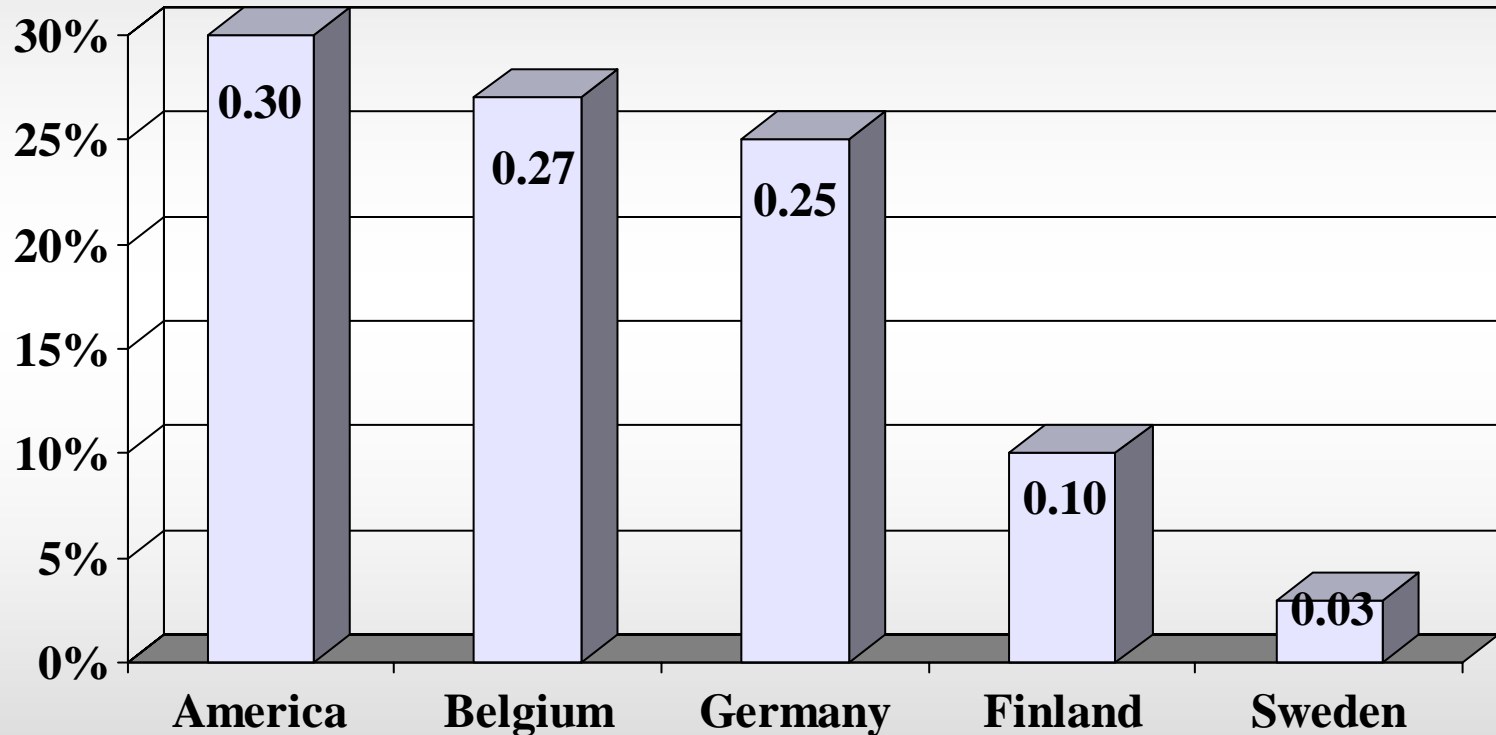
Rosalind Chait Barnett, Ph.D.  
Community, Families & Work Program  
Women's Studies Research Center  
Brandeis University

# Many Highly-Educated Workers Work Very Long Hours



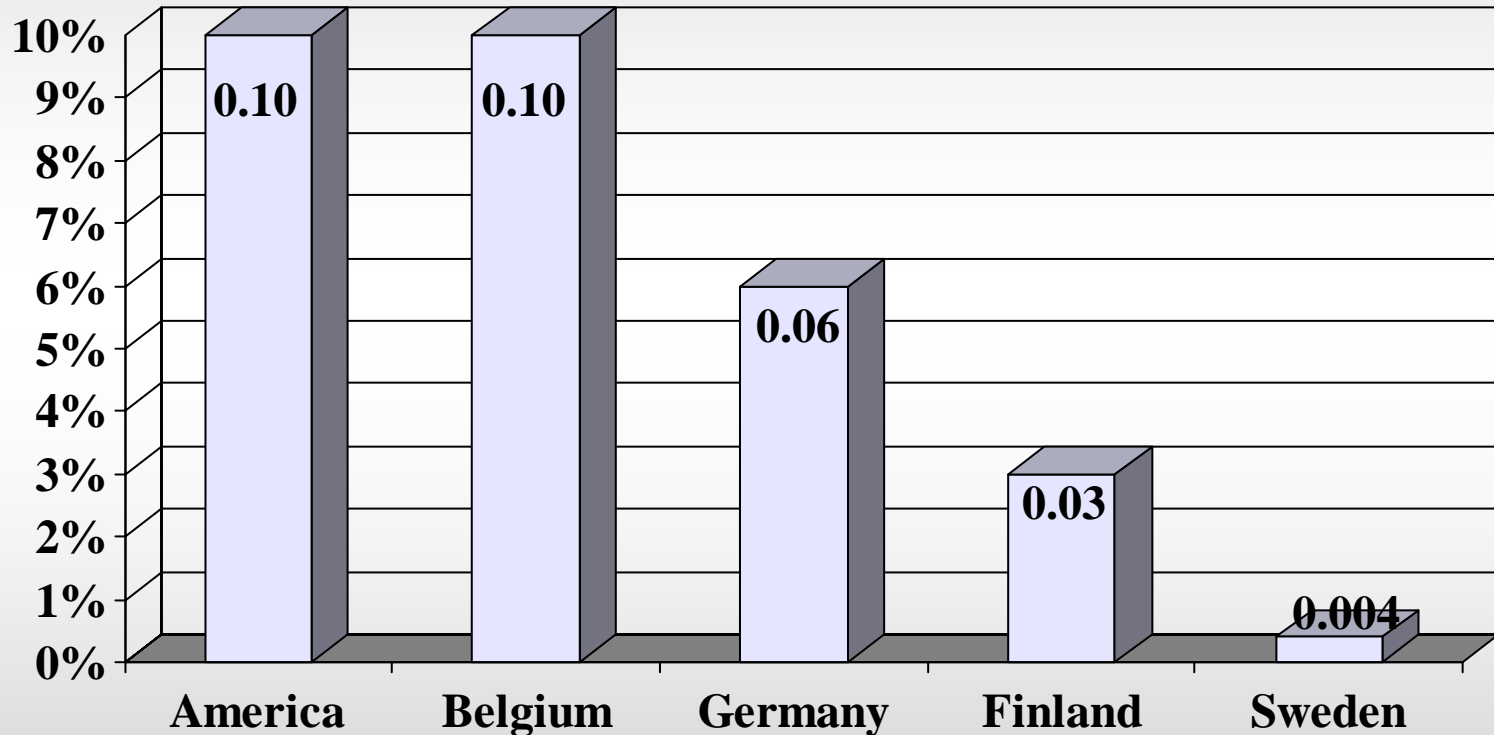
Employed 50+ hrs/wk

# Men Working 50+ Hours per Week



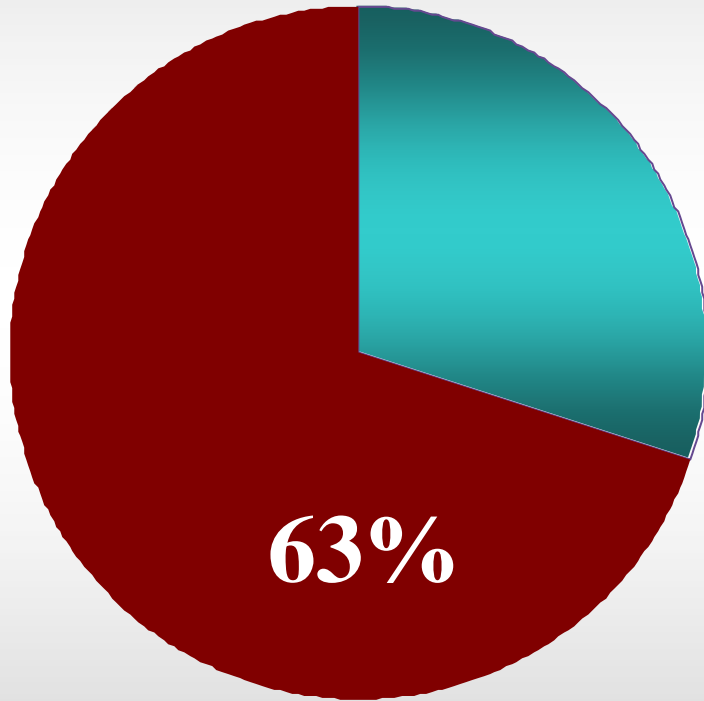
Jacobs, J. A., & Gornick, J. C. (2001). *Hours of paid work in dual earner couples: The U. S. in cross-national perspective* (Luxembourg Income Study Working Paper No. No. 253). Syracuse, NY: Maxwell School of Citizenship and Public Affairs.

# Women Working 50+ Hours per Week

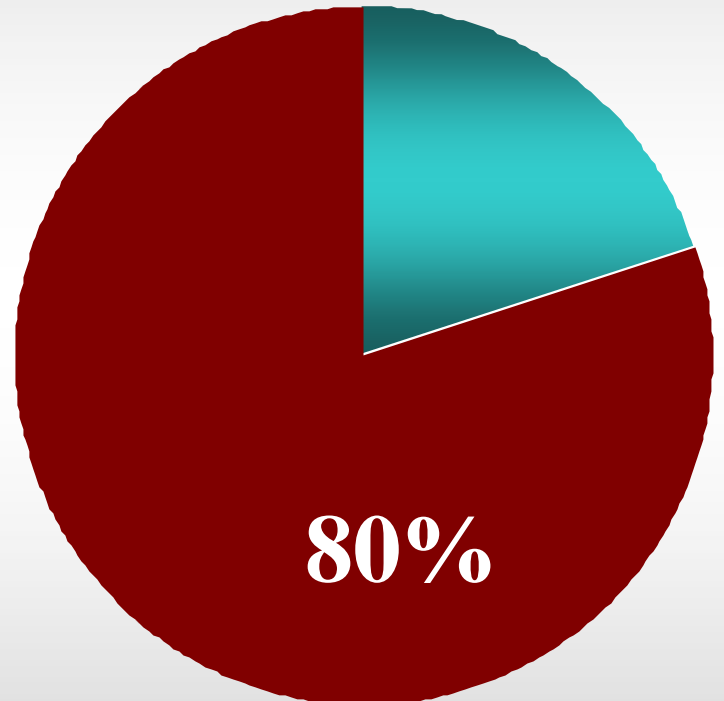


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# Preference to Curtail Work Hours



Employed 50+ hrs/wk



Employed 60+ hrs/wk

*What is the  
extent of the  
“time” problem?*



# Solution?

If long hours are the culprit,  
then reduced hours should  
be the solution.

But is it?

# Long Work Hours and Negative Outcomes

- 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)

# Long Work Hours and Positive Outcomes

- **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)

# Long Work Hours and Unrelated Outcomes



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

Part-time jobs can be good or bad.

Voluntary or Involuntary

# Reduced-hours Physicians (RHPs)

- Alternative work schedules are very rare; medicine is considered a calling – to which one is expected to make a total commitment.
- RHPs may be thought of as lacking in commitment and, therefore, treated differently by their peers.
- Expectations are unclear.

# SUBJECTIVE INDICATORS





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

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

# Difficulty of Tradeoffs

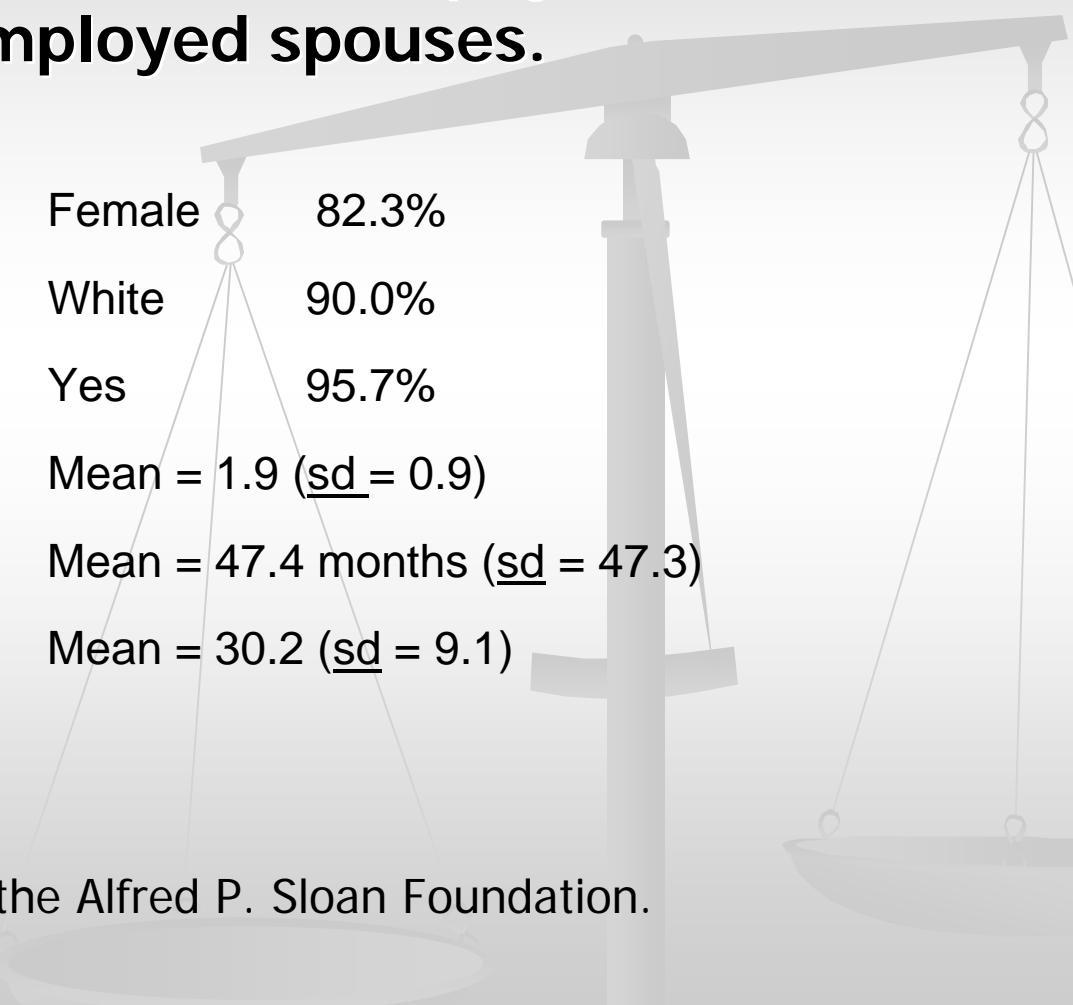


## Subjective Evaluation of Work Schedule (SEWS)

### 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 ( <u>sd</u> = 0.9)	
Working Current Schedule:	Mean = 47.4 months ( <u>sd</u> = 47.3)	
Work Hours:	Mean = 30.2 ( <u>sd</u> = 9.1)	

Study funded by the Alfred P. Sloan Foundation.

# DIFFICULTY OF TRADEOFFS

*Difficulty of tradeoffs* is 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
- *Per capita* household income
- Medical specialization
- Age
- Gender
- Number of children at home
- Negative affectivity

# Relationships between Difficulty of Tradeoffs and Three QOL Indices

	Psychological Distress	Job-Role Quality	Intention to Turn over
<b>Predictors</b>	<i>B</i>	<i>B</i>	<i>B</i>
<b>Difficulty of Tradeoffs</b>	4.04 ***	-0.42 ***	0.62 **
<b>Work Hours</b>	-0.09	-0.01	-0.02
<b>R<sup>2</sup></b>	.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
<b>Predictors</b>	<i>B</i>	<i>B</i>	<i>B</i>	<i>B</i>
<b>SEWS</b>	-4.18 **	-0.39 ***	2.48 ***	0.23 ***
<b>Work Hours</b>	-0.08	0.02	0.05	0.00
<b>R<sup>2</sup></b>	.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.

# Relationships between Schedule Fit and Four QOL Indices

	Life Satisfaction	Burnout	Job-Role Quality	Marital-Role Quality
<b>Predictors</b>	<i>B</i>	<i>B</i>	<i>B</i>	<i>B</i>
<b>Schedule Fit</b>	<b>1.97 ***</b>	<b>-0.21 ***</b>	<b>0.31 ***</b>	<b>0.14 *</b>
<b>Work Hours</b>	<b>-0.04</b>	<b>0.00</b>	<b>0.00</b>	<b>-0.00</b>
<b>R<sup>2</sup></b>	<b>.32</b>	<b>.37</b>	<b>.26</b>	<b>.12</b>
<b><u>N</u> = 141. ** p &lt; .01. *** p &lt; .001.</b>				

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.

Harvard School of Public Health, March 9, 2004

# 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.

# Dual-Earner Couples

*Is reduced-hours  
work related to  
improved  
quality-of-life?*



# WOMEN HEALTH-CARE PROFESSIONALS STUDY

## Participants

- Random sample of 98 married female MDs
- Dual-earner couples
- At least one child under 14 at home
- Stratified on work schedule:
  - Full-time versus reduced hours
- Stratified on minority status

Study funded by the National Institute of Occupational Safety and Health.

# LOW-SCHEDULE-CONTROL HOUSEHOLD TASKS AS A MEDIATOR

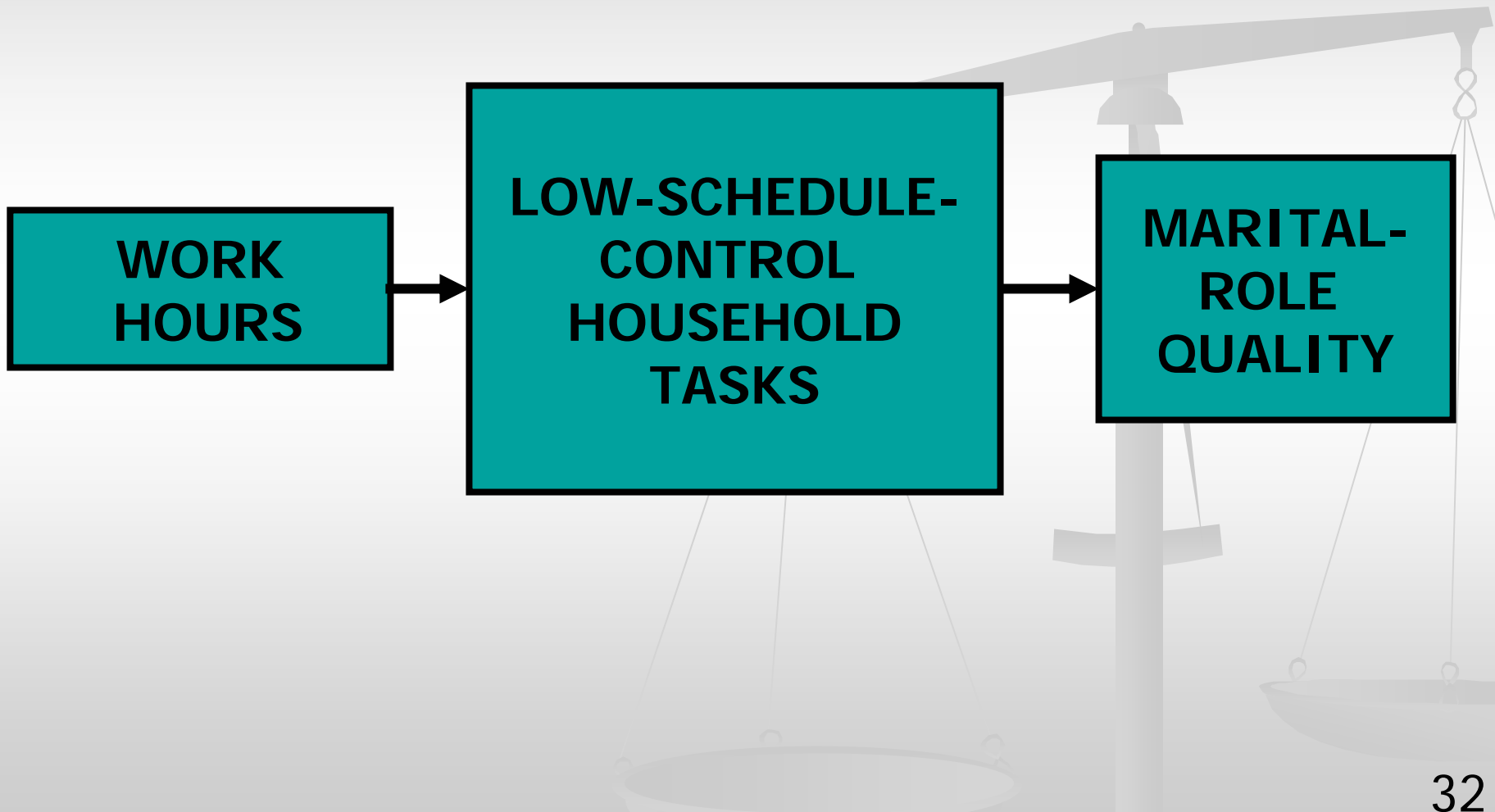


# LOW-SCHEDULE-CONTROL HOUSEHOLD TASKS

Tasks, *such as meal preparation and clean-up*, that cannot be scheduled at a more convenient time.

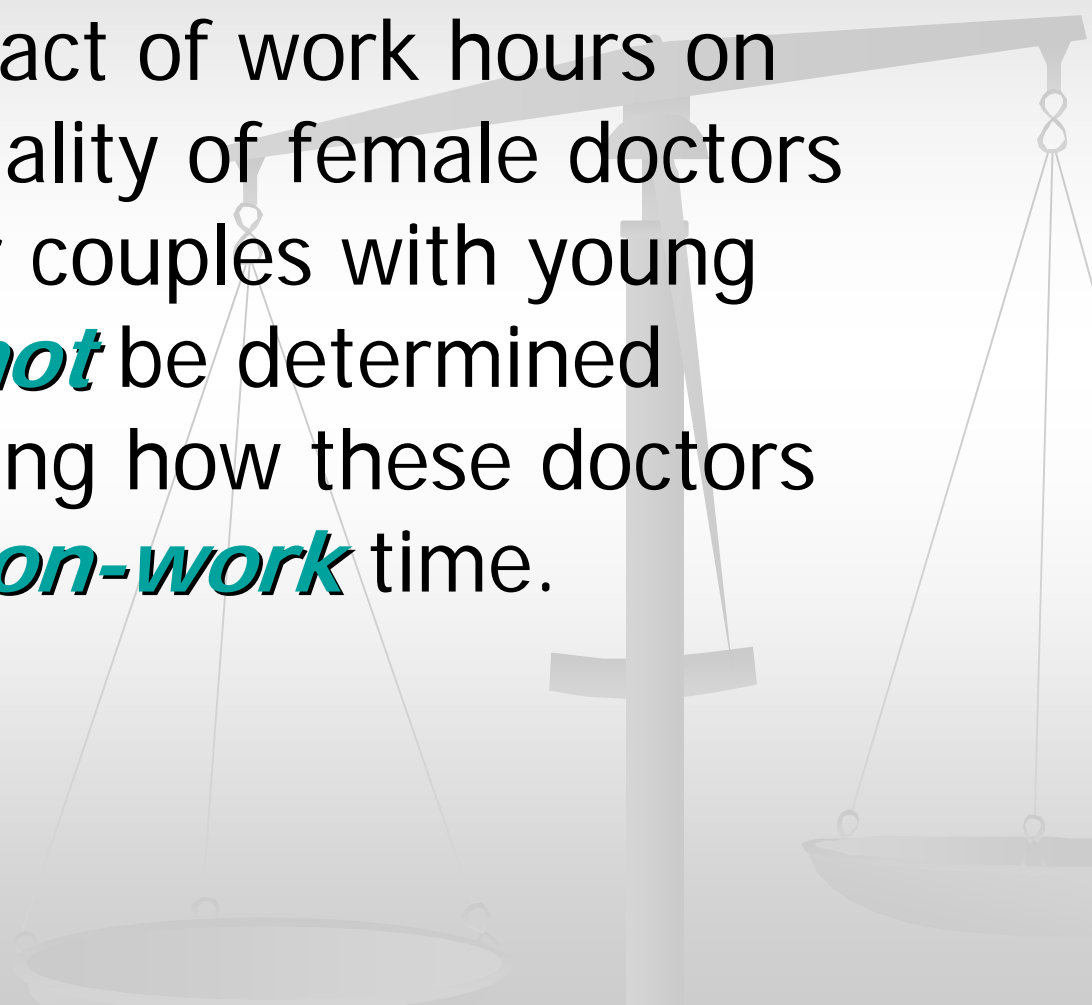
# HIGH-SCHEDULE-CONTROL HOUSEHOLD TASKS

Tasks, *such as yard work*, that can be done at a time that suits one's preference and availability.



# RESULTS

Surprisingly, among married female reduced-hours doctors, those who worked *longer* hours reported *higher* marital quality than those who worked shorter hours.



Thus, the impact of work hours on the marital quality of female doctors in dual-earner couples with young children *cannot* be determined without knowing how these doctors spend their *non-work* time.