A Content Analysis of Work-Family Conflict Scholarship in the United States, 2010-2018

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ABSTRACT. The current content analysis examines work-family conflict (work-to-family conflict and family-to-work conflict) research published between January 2010 and December 2018. The bioecological theory was used as a conceptual framework to deductively develop and guide the content-coding of hypotheses/research questions. Fifty-eight empirical articles containing 196 hypotheses/research questions were included in the sample. Results indicate that the microsystem was examined more than other ecological systems, and demand characteristics were assessed more than resource or force characteristics of work-family conflict. In addition, among individuals' demand characteristics, age and gender were studied more than race in relation to understanding work-family conflict experiences. Taken together, these findings suggest that future work should focus on studying resource characteristics, demand characteristics, and and the influences of the exo-, macro-, and chronosystems that may better explain work-family conflict among employees in the United States.

Keywords: bioecological theory; content analysis; work-family conflict

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The rapidly changing workplace environment (e.g., the emergence of short-term/temporary jobs), recent economic challenges and expansions, and growing diversities in the U.S. population have led to multiple difficulties for employees that both, directly and indirectly, shape the linkages between their work and family lives, most often producing conflict (Bianchi & Milkie, 2010; Perry-Jenkins & Gerstel, 2020). Employees experience work-family conflict differently due to their personal characteristics (i.e., resource, demand, and force characteristics) and their interactions with other individuals in different ecological contexts (e.g., micro-, meso-, exo-, and macrosystems; Bronfenbrenner, 2001; Raza et al., 2018). Research shows when employees receive adequate support and resources in the workplace (e.g. family friendly policies) and in their family (e.g., relationship quality), they experience fewer work-family conflict and maintain a healthy work-family balance (Raza et al., 2021).

Work-to-family conflict refers to that which occurs when time devoted to or strain created by the job interferes with that needed to perform family roles or responsibilities (Ferreira et al., 2017; Voydanoff, 2005). Conversely, family-to-work conflict occurs when family needs interfere with performing job roles or responsibilities (Mesmer-Magnus & Viswesvaran, 2005). Together, these can impact the health and well-being of family members and overall family functioning. Given the aforementioned recent changes and their potential to influence families, it is imperative to examine individuals' characteristics and individuals' reciprocal relationships with others in different ecological systems to better understand the complexities and dynamics of their work-family conflict experiences in contemporary society. Further, we suggest it is particularly important to do so using a strong methodological and theory-driven approach to address a narrower area of work-family content: work-family conflict.

There are several gaps addressed by the current study. First, prior reviews relied on traditional literature review or synthesis approaches of the broader work-family literature (Bianchi & Milkie, 2010; Hoffman, 1987; Perry-Jenkins & Gerstel, 2020), resulting in more subjective reports of the literature. Using more objective, systematic, and theory-driven techniques–as is done here via a content analysis–can help spur a field's development in stronger and more valid ways and provide methodological strategies particularly suited to attend to issues of diversity and inclusion (Bengston et al., 2005; Lavee & Dollahite, 1991; Patterson & Sexton, 2013). Second, most reviews were conducted using the Industrial Organizational Psychology and Organizational Behavior literature (Morgeson, 2014) and lacked a theoretically grounded family focus that captures the changing and uneven experiences of work-family conflict and its interrelations with the larger environment. However, we note that the recent decade review by Perry-Jenkins and Gerstel (2020) used a bioecological framing to present their final conclusions, a theory often used to ground work-family studies. In that vein, this study pushes that line of thought further and uses bioecological framing to ground the methodology. To address the aforementioned gaps and better understand how the linkages between work and family life are being shaped by recent changes, we conducted a content analysis focused on studies using U.S. samples published from January 2010 to December 2018, specifically examining work-family conflict as the main variable of interest.

Trajectory of Work-Family Conflict Research

Research on the interface between work and family began during the 1960s when an organized second wave of the women's movement focused on achieving fairness of employment

opportunities and equity in resource distribution for women (Friedan & O'Farrell, 1997). Work-family conflict research was central to these efforts in understanding women's experiences with the linkages between work and family domains (Coontz, 1992). These scholars highlighted how social structures (e.g., law, policy, education) often lead to the internalization of patriarchal norms that then perpetuate women's prioritization of mother and housewife roles above everything else in their lives. Such methods of social norming further increase women's vulnerabilities and exacerbate disparities between men and women, especially in terms of employment opportunities and parenting expectations (Coontz, 1992).

The issue of work and family life received increased attention during the 1980s as scholars from multiple disciplines began studying it using more diverse theoretical perspectives and methodological approaches (Hoffman, 1987). These early studies were more descriptive than analytical and used simple approaches to study women's employment (Harrison & Minor, 1984). Most of the research discussed women's employment status and its determinants rather than its consequences or benefits for women and their family over time (McAdoo, 1981). Moreover, research concentrated mostly on White middle-class families, failing to consider the diversity of the U.S. population (Ybarra, 1982). Studies tended to target married couples (i.e., husband-wife families) and ignored addressing other households, such as single-parent families (Hoffman, 1987). This indicates that early work-family conflict scholarship failed to capture the voice of marginalized individuals and families. Accordingly, work-related programs and policies developed in this era were likely neither inclusive nor able to support minorities in the workforce.

The 1990s saw substantial growth in the American economy and subsequently an increase in workers' financial stability. However, these impacts were uneven across groups of the population (i.e., race, class, and gender) in large part due to unfair and unequal social structures (White & Rogers, 2004). These changes in the U.S. economic context led to a proliferation of work-family conflict studies (Mishel et al., 1999). Maternal employment remained a central topic in work-family conflict research, but research on work stress and division of labor also occurred (Perry-Jenkins et al., 2000). In addition, issues related to the specific definitions of "work" and "family" were highlighted because past researchers had focused only on the nuclear family and 9-5 paid jobs (Ishii-Kuntz, 1994). Due to changing dynamics in the workplace (i.e., schedule flexibility and nonstandard work schedules) and growing diversities in family structures (e.g., single parent), the need to understand how these impacted work-family conflicts received more emphasis (Ferree, 1990). Calls were made to select diverse samples to promote the inclusion of women, people of color, immigrants, and other underrepresented individuals and families of the working population (Ishii-Kuntz, 1994). However, work-family conflict research remained focused largely on White, middle-class nuclear families (Perry-Jenkins et al., 2000).

During the 2000s, scientific theories, sophisticated statistical techniques (e.g., structural equation modeling and multilevel modeling), and advanced research designs (e.g., longitudinal and daily diary) to examine the temporal structure of the work-family conflict experience (Blair-Loy, 2003) were used to a greater degree in work-family conflict research. There was also an increase in the use of randomized-controlled and quasi-experiment designs, as well as a growing trend in the use of qualitative studies (Bianchi & Milkie, 2010). Maternal employment, division of labor, and work stress were emphasized in research during this period. In addition, the study of work-family conflict following retirement and the change in caring patterns over the course of

adulthood received greater attention. Despite these developments, the inclusion of diverse individuals and/or families (e.g. diversity based on race, gender, sexual orientation, disability, immigration status, etc.) was still not adequately addressed in work-family conflict studies (Bianchi & Milkie, 2010).

In many ways, work-family research in the 2010s witnessed a somewhat greater focus on the role of race, class, and gender in work and family life and experiences of work-family conflict. As suggested by Perry-Jenkins and Gerstel (2020), the emerging findings related to work-family conflict provide important evidence that prior comparative approaches or those that control for dimensions of diversity (e.g., race and ethnicity) hide substantive understandings of the linkages between work environments, family relationships, and experiences of conflict. Gassman-Pines (2015), for example, found that workplace discrimination based on race and gender carries over into the home and affect mother-child interactions, which results in behavioral problems among children of those parents. These approaches also keep invisible some of the gross inequalities experienced by many families (Daminger, 2019). There was some substantial research suggesting, not all that unsurprisingly, that supportive work colleagues and supervisors (Clawson & Gerstel, 2014) and workplace policies (Fortin 2018) can have positive impacts on reducing work-family conflict, especially through enhanced employee autonomy and flexibility (Schieman & Young, 2011). This was especially true for those employees who, due to their race, class, and gender, faced additional challenges compared to their more socially privileged counterparts (Kelly et al., 2014; Raza et al., 2018). However, findings varied across groups in several instances, further suggesting the need to directly account for the nuances of intersectional identities because "race, class, and gender are intersecting categories of experience that affect all aspects of human life; they simultaneously structure the experiences of all people in this society" (Andersen & Collins, 2019, p. 4).

Conceptual Framework

Bioecological theory was used as a conceptual framework for this study (Bronfenbrenner & Evan, 2000). Bronfenbrenner developed the Process-Person-Context-Time (PPCT) model of human development. According to this theory,

> Human development takes place through processes of progressively more complex reciprocal interaction between an active, evolving biopsychological human organism and the persons, objects, and symbols in its immediate external environment. To be effective, the interaction must occur on a fairly regular basis over extended periods of time. Such enduring forms of interaction in the immediate environment are referred to as proximal processes (Bronfenbrenner & Morris, 1998).

In the context of working individuals, family is an immediate external environment where they may have reciprocal interactions with family members. Similarly, the workplace is another immediate external environment for working individuals where they may have reciprocal interactions with their supervisors or coworkers. Each of these sets of interactions may occur on regular bases and over time, which stimulates the functioning of proximal processes. Moreover, proximal processes, which are central to individuals' development, do not function themselves but are the function of individuals' characteristics, ecological contexts, time, and the nature of outcomes under study (Bronfenbrenner & Ceci, 1994).

Individuals' characteristics refer to resource, demand, and force characteristics (Bronfenbrenner, 1995a). Resource characteristics refer to intelligence, education needed to succeed in society, past experiences, access to housing, food, caring parents, and social support (Bronfenbrenner, 1995b). Demand characteristics refer to individuals' appearance, such as age, gender, and race (Bronfenbrenner, 2001). Force characteristics refer to motivations, consistency, and persistence in pursuing and achieving a goal (Bronfenbrenner, 2005).

Moreover, context refers to microsystem, mesosystem, exosystem, and macrosystem. A microsystem is an ecological system in which individuals have direct reciprocal relationships with other persons, objects, and symbols, such as work, family, and community (Bronfenbrenner & Evan, 2000). Mesosystem refers to an ecological system that connects two or more microsystems, such as work and family, school and family, family and community. Exosystem is an ecological system that indirectly affects individuals, such as media, institutions, and macro-level policies. Macrosystem refers to an ecological system that includes culture, values, ideologies, and social class (Bronfenbrenner & Ceci, 1994). Time, the final construct in PPCT, refers to social, historical contexts, and life span development (Bronfenbrenner, 1995a).

Tudge et al. (2016) found that most researchers fail to use the most contemporary version of bioecological theory to ground their studies. Here, we were intentional in using the contemporary version. The current study also used a unique approach to examine work-family conflict studies by focusing on the hypotheses/research questions in terms of alignment with theoretical constructs of bioecological theory. This led to the following research questions:

RQ1. Which ecological systems are examined more than the others in work-family conflict studies?

RQ2. How does each work-family conflict study address demand, resource, and force characteristics?

Methods

Design

The current study used systematic content analysis (Seedall et al., 2014) to examine the theoretical nature of hypotheses/research questions in work-family conflict studies published in scholarly peer-reviewed journals between January 2010 and December 2018. A content analysis design provides methods for a systematic process that can be used to identify and examine the occurrence of patterns and themes using a pre-specified coding scheme (Bailey et al., 2002). A deductive approach was employed to develop the coding scheme, which is driven and grounded in bioecological theory. Such a design and set of techniques enhance the validity and usefulness of findings (Bengston et al., 2005; Lavee & Dollahite, 1991). Importantly, this allows us to understand which parts of bioecological theory have been tested in work-family conflict studies and which need to be a focus of future studies.

Sample

The current sample was limited to empirical studies (quantitative, qualitative, and mixed methods) that focused only on the U.S. population (i.e., those empirical studies that collected primary data or used secondary data from the U.S. population), and specifically examined work-family conflict (i.e., work-to-family conflict and family-to-work conflict) as an outcome, and were published between January 2010 and December 2018. Initially, 147 articles were identified

after performing the search, and 85 of those met the study's basic criteria. After further review, 62 articles were excluded for the following reasons: 1) they were book reviews; 2) the studies were based on cross-cultural research; 3) they were traditional literature reviews; 4) they did not explicitly examine work-family conflict; and 5) the articles were theoretical papers.

To increase the internal validity of the current study, the researchers carried out a second review of the selected 85 articles. Articles which did not have either work-to-family conflict or family-to-work conflict as a primary outcome variable were dropped from further review. Consequently, 58 articles were finally selected for coding. Among these 58 articles, the researchers only included those hypotheses/research questions which had either work-to-family conflict or family-to-work conflict as an outcome variable/focal phenomenon. Hence, the total number of articles included in the study was 58 and the total number of hypotheses/research questions coded across these 58 studies was 196. A list of reviewed articles along with the discipline in which they were published is in Appendix A.

Procedure

For this content analysis, three databases (PsycINFO, Sociological Abstract, and Web of Science) were used to search for articles. These databases are commonly used in the field of family science. For instance, PsycInfo has been used in studies conducted in the past that are quite similar to the current study (Allen et al., 2013). The search terms entered were: work-to-family conflict, family-to-work conflict, work-to-family interference, family-to-work interference, and negative spillover. The researchers reviewed the abstracts of all search results to confirm they met the inclusion criteria. The purpose of the inclusion criteria and selected search terms was to ensure that the articles shared enough similar characteristics to justify the identification of content themes and patterns (Fjorback et al., 2011; Foroughipour et al., 2013; Lavee & Dollahite, 1991). This systematic approach allowed the researchers to achieve precise and meaningful results while minimizing error. The hypotheses/research questions were coded within the article level such that each article could contain multiple hypotheses/research questions.

After selecting 58 articles, the researchers further reviewed these articles to make sure they explicitly studied either work-to-family conflict or family-to-work conflict variables to increase the internal validity of the study. Because the mesosystem consists of the linkages between two microsystems, in this case work-to-family or family-to-work, 100% of the hypotheses/research questions included and examined for this study had a mesosystem coded.

After this, the PI coded all 196 article hypotheses/research questions based on the coding scheme developed by the researchers for the current study (Kayapinar, 2015). Then a random sample of 10% of the hypotheses/research questions was drawn by using the systematic random sampling technique. Another researcher coded these hypotheses/research questions. After completing the coding, the PI and one other researcher matched the codes. Discrepant codes were discussed until a consensus was reached (Llewellyn et al., 2015).

Coding Scheme

All constructs (process, person, context, and time) from bioecological theory were used to guide the coding scheme.

Process

The construct of proximal processes was coded in those articles in which respondents have progressively more complex reciprocal interactions with other individuals, objects, and symbols in their immediate external environment. For instance, the respondent's relationship quality with their partner for extended periods of time was coded as proximal processes. Similarly, employees' reciprocal interactions with their supervisor or coworkers are another example of proximal processes.

Characteristics

Demand characteristics were operationalized as age, gender, race, and poor health condition. Resource characteristics were operationalized as intelligence, educational level, past experience, access to housing, access to food, caring parents, social support, and good health conditions. Force characteristics included temperament, persistence, consistency, and motivation, which also play an important role in determining distinctive developmental trajectories of individuals.

Context & Time

Context was operationalized as a microsystem, mesosystem, exosystem, and macrosystem (Bronfenbrenner & Evans, 2000). Time, also referred to as the chronosystem, was operationalized as historical/social contexts and life span development. (Bronfenbrenner, 1994). Each characteristic was treated as a single variable. If the selected hypothesis/research question examined any of these characteristics, 1 was coded for "yes." Otherwise, 0 was coded for "no" under that particular variable.

Articles were assessed using these codes. For instance, the following hypothesis was coded for microsystem and mesosystem: "Schedule flexibility will be negatively related to work-to-family conflict" (Carlson et al., 2010, p. 335) because schedule flexibility is related to the workplace microsystem and work-to-family conflict occurs in a mesosystem that connects two microsystems (work and family). As another example, the following hypothesis was coded for gender, microsystem, and mesosystem: "Gender moderates the association between job adequacy and work-to-family conflict" (Bass & Grzywacz, 2011, p.325). In this hypothesis, the variables of gender, job adequacy, and work-to-family conflict were examined. The variable of gender was coded under the categories of individuals' demand characteristics, job adequacy was related to the workplace microsystem, and the work-to-family conflict that occurs in the mesosystem.
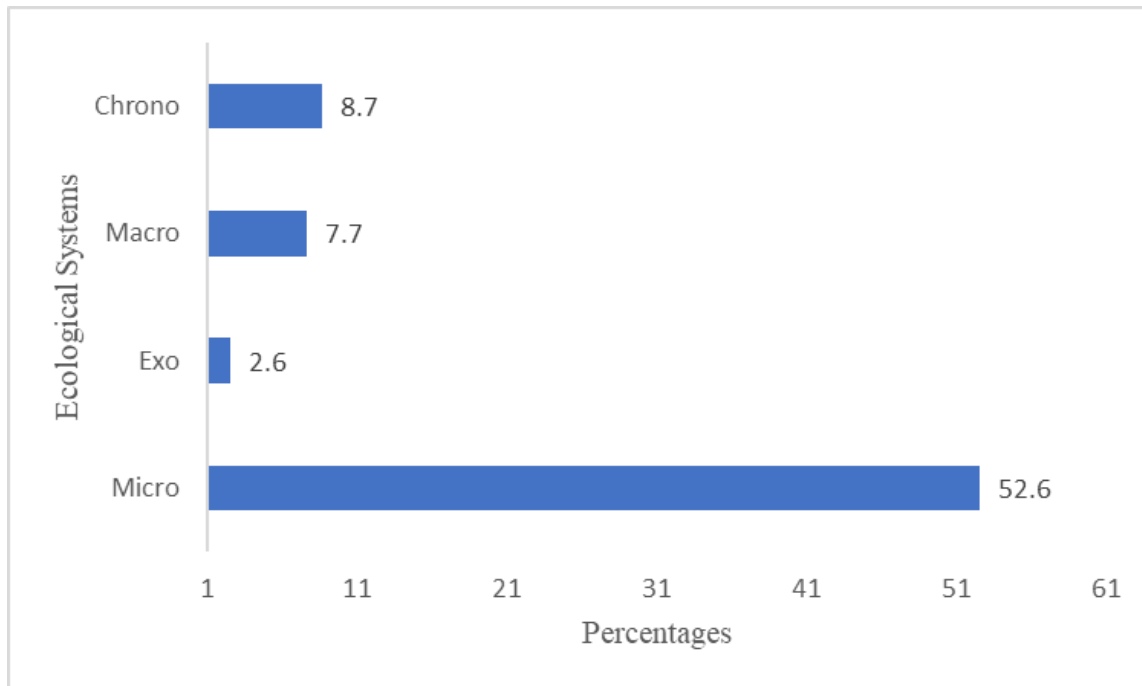
Results

The selected 58 articles were published across several disciplines (see Appendix A). The researchers organized these articles into four groups: sociology (51%), psychology (25.3%), business/management (12.4%), and health/medicine (11.3%).

Figure 1 depicts the percentages of hypotheses/research questions that studied the ecological systems. According to the results, 52.6% of the hypotheses/research questions examined the microsystem, 2.6% examined the exosystem, 7.7% examined the macrosystem, and 8.7% of the hypotheses/research questions examined the chronosystem. As discussed previously, because this study examines linkages between work and family, all of the included hypotheses/research questions addressed the mesosystem. The results suggest that in the

currently analyzed studies the microsystem was used more often than the other three ecological systems.

Figure 1

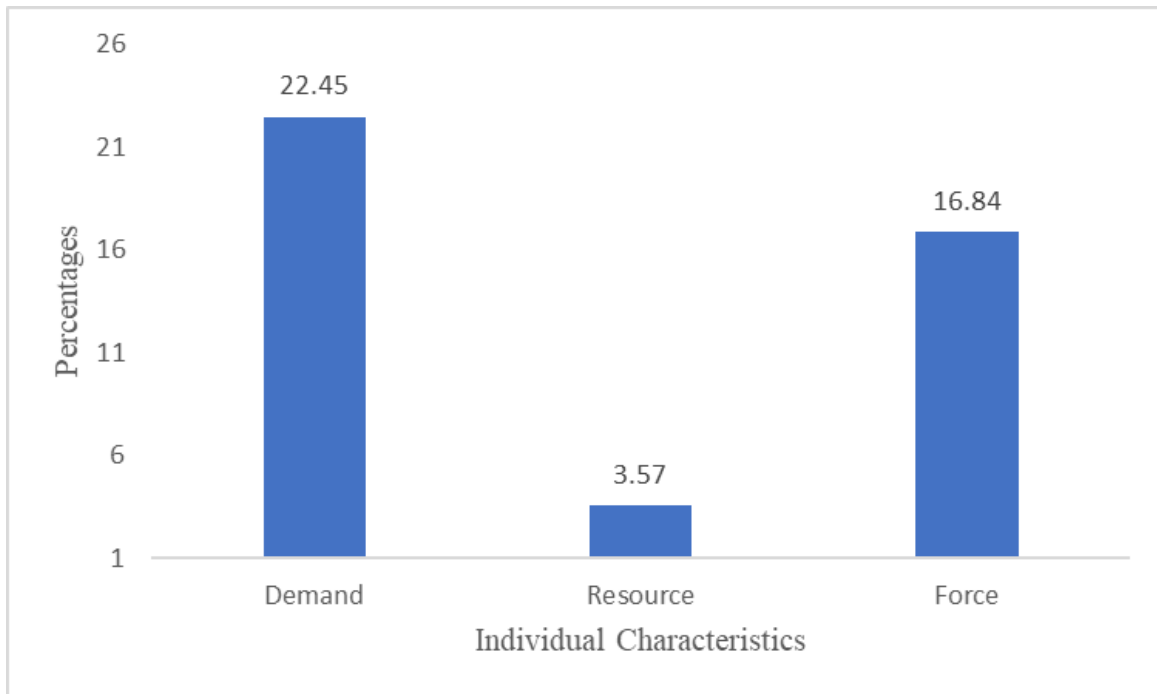*Percentage of Hypotheses/Research Questions that Studied Ecological Systems*

In addition, Figure 2 furnishes the percentages of hypotheses/research questions studied demand, resource, and force characteristics. According to the results, 22.45% of the hypotheses/research questions studied demand characteristics, 3.57% assessed resource characteristics, and 16.84% of the hypotheses/research questions examined force characteristics. The results indicate that, in the current work-family literature, demand characteristics were studied more than resource characteristics and force characteristics.

Figure 3 shows the percentages of hypotheses/research questions that studied age, race, and gender variables. Results illustrated that 18.88% of the hypotheses/research questions examined gender and 3.06% examined age, whereas only 2.04% of the hypotheses/research questions assessed race. Accordingly, age and gender were studied more than race in work-family conflict studies.
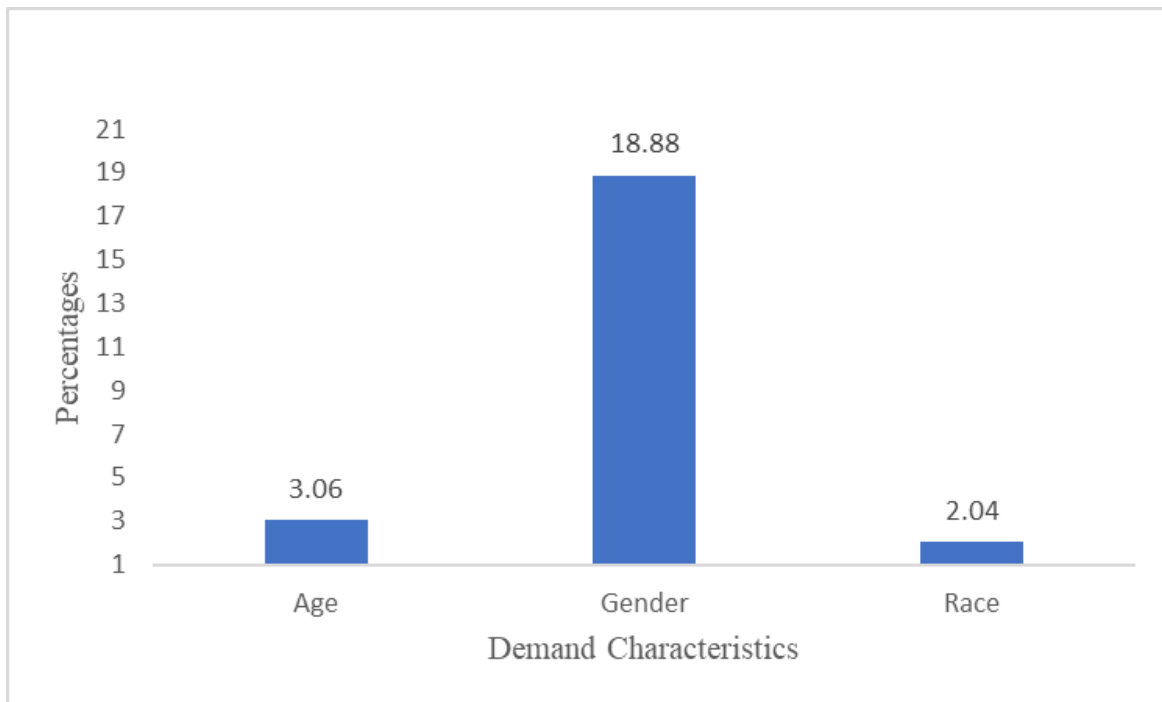
Figure 2

Percentage of Hypotheses/Research Questions that Studied Demand, Resource, and Force Characteristics

Figure 3

Percentage of Hypotheses/Research Questions that Studied Demand Characteristics

Discussion

The purpose of the current study was to determine the extent to which work-family conflict studies were aligned with bioecological theory. The results of the first research question reveal that the microsystem was studied more than the exo-, macro-, and chronosystems.

Microsystem

According to bioecological theory, proximal processes, which are central to individuals' development, occur in the microsystem through a reciprocal interaction of individuals with persons, objects, and symbols (Bronfenbrenner, 2001). For instance, relationship quality between working mothers and their husbands/partners provides mothers with reciprocal interactions that continue on a regular basis and for an extended period, thereby promoting better functioning of proximal processes (Curran et al., 2015; Raza et al., 2021). Similarly, when employees, including working mothers, experience a quality relationship with their supervisors and coworkers and receive continued emotional and instrumental support from them (Kelly et al., 2014), these positive and continuous interactions stimulate the functioning of proximal processes (Bronfenbrenner & Ceci, 1994). Consequently, this helps working mothers to improve their work-family balance (Raza et al., 2021). In short, a supervisor's support and a quality relationship with a spouse/partner help working mothers effectively manage their family responsibilities (Kelly et al., 2014; Raza et al., 2021). Therefore, the microsystem plays an important role in shaping work-family conflict experiences of working individuals, and researchers should continue testing the microsystem in future hypotheses/research questions.

Exosystem

Although the microsystem is important because individuals have direct relationships with persons, objects, and symbols in this ecological system (Bronfenbrenner, 1994), researchers should include other ecological systems in work-family conflict studies. The results indicated that only 2.6% of the hypotheses examined the exosystem. The examination of the exosystem is equally important to studying the experiences of working individuals. For instance, women's workplaces are an exosystem for their children, children's schools are an exosystem for working mothers, media is an important exosystem for working women and their children, and macro-level policies make substantial effects on the work and family lives of working individuals (Bianchi & Milkie, 2010; Perry-Jenkins & Gerstel, 2020). While it is difficult to operationalize the exosystem, particularly macro-level policies, researchers can account for it by discussing their findings in relation to them. For instance, if the work-family conflict experiences of working mothers are different from those of fathers in work-family conflict studies, then it is important to discuss wage gaps, discrimination in the selection processes, structural hierarchies in the workplaces, and employment opportunities and benefits available for men and women at the exosystem level.

Macrosystem

The results also illustrate that only 7.7% of the hypotheses/researchers assessed the macrosystem. The growing diversity in the workplace makes it imperative to include variables related to the cultural beliefs, ideologies, and values of working individuals. The study of working individuals' culture may uncover important insights which may not be observed directly and can help employees and employers to become more culturally competent. Additionally, according to bioecological theory, the macrosystem can also be operationalized by using any

shared characteristics of a group of the population, such as social and economic classes (Bronfenbrenner, 1999). For example, individuals or families in the middle class and working class have distinctive values between them but share the same values, beliefs, and cultural practices within their group (Bronfenbrenner & Evans, 2000).

Chronosystem

In the current study, only 8.7% of the hypotheses/research questions examined the chronosystem. Since individuals go through different stages and transitions throughout their life span and social/historical changes shape their experiences, it is important to include the chronosystem in work-family conflict studies (Perry-Jenkins & Gerstel, 2020).

Demand Characteristics

With regards to the second research question, the results indicate that individuals' demand characteristics (i.e. age, race, and gender) were studied more than resource characteristics and force characteristics. Moreover, the results showed that among demand characteristics, age and gender were studied more than race in work-family conflict studies, findings consistent with suggestions by Perry-Jenkins and Gestrel (2020). The bioecological theory explains the significance of demand characteristics in that they can create hostile responses for individuals in their environment (Bronfenbrenner, 1994; 1999). Crowley (2013) argued that people of color face racial discrimination and additional challenges in the workplace, yet race was studied less in the hypotheses/research questions we examined. Further investigation of the impact of intersectional identities on work-family conflict is needed.

Resource and Force Characteristics

The study of resource characteristics, such as social support and access to food and housing, is also important. For instance, researchers found that community support may be an important resource for working mothers needing supervision for their children, as it resulted in children demonstrating decreased antisocial behavior and better academic performance (Blocklin et al., 2012). This may allow researchers to find more strengths-based solutions to help working individuals decrease work-family conflict and maintain a healthier work-family balance. Additionally, according to bioecological theory, individuals' force (dispositional) characteristics play a more active and important role in the functioning of proximal processes (Bronfenbrenner, 1995a), therefore, dispositional characteristics such as motivation, anxiety, depression, and self-efficacy should be included in work-family conflict studies.

In summary, more work is required to study individuals' experiences in ecological contexts and the influences of individuals' characteristics on their work-family conflict experiences (Bronfenbrenner & Morris, 2006). Future research using bioecological theory could help researchers to offer appropriate solutions and effective policies for helping working individuals to decrease their work-family conflict in the United States. While this article addresses research from 2010-2018, it is clear that the impacts of the COVID pandemic on work-family conflict in the United States, particularly for women, will also factor into future research (Raza et al., 2021).

Limitations

Bioecological theory was used to examine the nature of the hypotheses and research questions in the current work-family conflict literature. However, there were no specific

guidelines to develop measures to operationalize the bioecological constructs. In the current study, the definitions of these constructs were used to examine whether researchers studied them in the hypotheses and research questions of their studies. Therefore, in future studies, to appropriately review work-family conflict studies with bioecological perspectives, these constructs need to be further developed and tested as reliable and valid review criteria. The current study only analyzed the research questions and hypotheses, but future research should extend into research design, samples, and interpretations of results. Despite these limitations, the current study has provided a means to move the field of work and family studies forward in the future.

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Appendix A

List of Reviewed Articles

#	Reference	Discipline
1	Allen, T. D., & Finkelstein, L. M. (2014). Work-family conflict among members of full-time dual-earner couples: An examination of family life stage, gender, and age. *Journal of Occupational Health Psychology, 19*(3), 376–384. https://doi.org/10.1037/a0036941	Occupational Health & Safety
2	Andreassi, J. K. (2011). What the person brings to the table: Personality, coping, and work-family conflict. *Journal of Family Issues, 32*(1), 1474-1499. https://doi.org/10.1177/0192513X11401815	Sociology
3	Banerjee, D., & Perrucci, C. C. (2012). Employee benefits and policies: Do they make a difference for work/family conflict? *Journal of Sociology & Social Welfare, 39*(3), 131-147. https://scholarworks.wmich.edu/jssw/vol39/iss3/8	Sociology; Social Services & Welfare
4	Bass, B. L., & Grzywacz, J. G. (2011). Job adequacy and work-family balance: Looking at jobs as a whole. *Journal of Family Issues*, *32*(3), 317-345. https://doi.org/10.1177/0192513X10384215	Sociology
5	Bennett, M. M., Beehr, T. A., & Ivanitskaya, L. V. (2017). Work-family conflict: Differences across generations and life cycles. *Journal of Managerial Psychology, 32*(4), 314–332. https://doi.org/10.5465/ambpp.2016.17233abstract	Psychology; Business & Economics - Management
6	Berkowsky, R. W. (2013). When you just cannot get away: Exploring the use of information and communication technologies in facilitating negative work/home spillover. *Information, Communication & Society, 16*(4), 519–541. https://doi.org/10.1080/1369118X.2013.772650	Computers – Information Science & Information Theory
7	Beutell, N. J., & Schneer, J. A. (2014). Work-family conflict and synergy among Hispanics. *Journal of Managerial Psychology, 29*(6), 705–735. https://doi.org/10.1108/JMP-11-2012-0342	Psychology; Business & Economics - Management

#	Reference	Discipline
8	Beutell, N. J. (2010). Work schedule, work schedule control and satisfaction in relation to work-family conflict, work-family synergy, and domain satisfaction. *The Career Development International, 15*(5), 501–518. https://doi.org/10.1108/13620431011075358	Occupations & Careers; Business & Economics - Management
9	Brown, T. J. (2014). Work family conflict among parents of atypically developing children: Exploring the impact of worker, work, and child factors. *Journal of Child and Family Studies, 23*(5), 854–862. https://doi.org/10.1007/s10826-013-9739-9	Children & Youth (About); Psychology
10	Bulanda, R. E., & Lippmann, S. (2012). The timing of childbirth and family-to-work conflict. *Sociological Focus, 45*(3), 185-202. https://doi.org/10.1080/00380237.2012.686090	Sociology
11	Carlson, D. S., Grzywacz, J. G., & Kacmar, K. M. (2010). The relationship of schedule flexibility and outcomes via the work-family interface. *Journal of Managerial Psychology, 25*(4), 330-335. https://doi.org/10.1108/02683941011035278	Psychology; Business & Economics - Management
12	Carlson, D. S., Grzywacz, J. G., Ferguson, M., Hunter, E.M., Clinch, C.R., & Arcury, T.A. (2011). Health and turnover of working mothers after childbirth via the work-family interface: An analysis across time. *Journal of Applied Psychology, 96*(5), 1045-1054. https://doi.org/10.1037/a0023964	Psychology
13	Carlson, D., Ferguson, M., Hunter, E., & Whitten, D. (2012). Abusive supervision and work-family conflict: The path through emotional labor and burnout. *The Leadership Quarterly, 23*(5), 849–859. https://doi.org/10.1016/j.leaqua.2012.05.003	Political Science; Psychology; Business & Economics – Management; Sociology
14	Chen, Z., & Powell, G. N. (2012). No pain, no gain? A resource-based model of work-to-family enrichment and conflict. *Journal of Vocational Behavior, 81*(1), 89–98. https://doi.org/10.1016/j.jvb.2012.05.003	Psychology

#	Reference	Discipline
15	Cho, E., Tay, L., Allen, T.D., & Stark, S. (2013). Identification of a dispositional tendency to experience work-family spillover. *Journal of Vocational Behavior, 82*(3), 188-198. https://doi.org/10.1016/j.jvb.2013.01.006	Psychology
16	Clayton, R. W., Thomas, C. H., Singh, B., & Winkel, D. E. (2015). Exercise as a means of reducing perceptions of work-family conflict: A test of the roles of self-efficacy and psychological strain. *Human Resource Management, 54*(6), 1013–1035. https://doi.org/10.1002/hrm.21611	Business & Economics – Management; Business & Economics – Personnel Management
17	Coyle, E. F., Van Leer, E., Schroeder, K. M., & Fulcher, M. (2015). Planning to have it all: Emerging adults' expectations of future work-family conflict. *Sex Roles: A Journal of Research, 72*(11–12), 547–557. https://doi.org/10.1007/s11199-015-0492-y	Gender Role
18	DiRenzo, M. S., Greenhaus, J. H., & Weer, C. H. (2011). Job level, demands, and resources as antecedents of work-family conflict. *Journal of Vocational Behavior, 78*(2), 305–314. https://doi.org/10.1016/j.jvb.2010.10.002	Psychology
19	Dyrbye, L. N., Sotile, W., Boone, S., West, C. P., Tan, L., Satele, D., Sloon, J., Oreskovich, M., & Shanafelt, T. (2013). A survey of U.S. physicians and their partners regarding the impact of work-home conflict. *Journal of General Internal Medicine, 29*(1), 155–61. https://doi.org/10.1007%2Fs11606-013-2581-3	Medical Sciences – Internal Medicine
20	Edgell, P., Ammons, S.K., & Dahlin, E. C. (2012). Making ends meet: Insufficiency and work-family coordination in the new economy. *Journal of Family Issues, 33*(8), 999-1026. https://doi.org/10.1177/0192513X11424261	Sociology
21	Fettro, M. N., & Nomaguchi, K. (2018). Spousal problems and family-to-work conflict among employed US adults. *Journal of Family and Economic Issues, 39*(2), 277–296. https://doi.org/10.1007/s10834-017-9555-2	Social Sciences; Social & Behavioral Sciences

#	Reference	Discipline
22	Glavin, P. & Schieman, S. (2012). Work-family role blurring and work-family conflict: The moderating influence of job resources and job demands. *Work and Occupations, 39*(1), 71-98. https://doi.org/10.1177/0730888411406295	Sociology
23	Green, S. G., Bull Schaefer, R. A., MacDermid, S. M., & Weiss, H. M. (2011). Partner reactions to work-to-family conflict: Cognitive appraisal and indirect crossover in couples. *Journal of Management, 37*(3), 744–769. https://doi.org/10.1177/0149206309349307	Business & Economics - Management
24	Grotto, A. R., & Lyness, K. S. (2010). The costs of today's jobs: Job characteristics and organizational support as antecedents of negative spillover. *Journal of Vocational Behavior, 76*(3), 395-405. https://doi.org/10.1016/j.jvb.2009.09.004	Psychology
25	Jang, S.J., Zippay, A., & Park, P.(2012). Family roles as moderators of the relationship between schedule flexibility and stress. *Journal of Marriage and Family, 74*(4), 897-912. https://doi.org/10.1111/j.1741-3737.2012.00984.x	Family Science; Sociology
26	Kelly, E. L., Moen, P., Oakes, J. M., Fan, W., Okechukwu, C., Davis, K.D., Hammer, L.B., Kossek, E.E., Kind, R.B., Hanson, G.C., Mierzwa, F., & Casper, L.M. (2014). Changing work and work-family conflict: Evidence from the work, family, and health network. *American Sociological Review, 79*(3), 485-518. https://doi.org/10.1177/0003122414531435	Sociology
27	Kelly, E. L., Moen, P., & Tranby, E. (2011). Changing workplaces to reduce work-family conflict: Schedule control in a white-collar organization. *American Sociological Review, 76*(2), 265–290. https://doi.org/10.1177/0003122411400056	Sociology
28	Kiburz, K. M., Allen, T. D., & French, K. A. (2017). Work-family conflict and mindfulness: Investigating the effectiveness of a brief training intervention. *Journal of Organizational Behavior, 38*(7), 1016–1037. https://doi.org/10.1002/job.2181	Psychology; Sociology

#	Reference	Discipline
29	Krannitz, M. A., Grandey, A. A., Liu, S., & Almeida, D. A. (2015). Workplace surface acting and marital partner discontent: Anxiety and exhaustion spillover mechanisms. *Journal of Occupational Health Psychology, 20*(3), 314–325. https://doi.org/10.1037/a0038763	Occupational Health & Safety
30	Lawson, K.M., Davis, K.D., Crouter, A.C., & O'Neill, J.W. (2013). Understanding work-family spillover in hotel managers. *International Journal of Hospitality Management, 33*, 273-281. https://doi.org/10.1016/j.ijhm.2012.09.003	Business, Management & Accounting; Strategy & Management; Tourism, Leisure & Hospitality Management
31	Lee, J. A., Foos, P. W., & Clow, C. L. (2010). Caring for one's elders and family-to-work conflict. *The Psychologist-Manager Journal, 13*(1), 15–39. https://doi.org/10.1080/10887150903540185	Psychology
32	Li, A., Shaffer, J., & Bagger, J. (2015). The psychological well-being of disability caregivers: Examining the roles of family strain, family-to-work conflict, and perceived supervisor support. *Journal of Occupational Health Psychology, 20*(1), 40–49. https://doi.org/10.1037/a0037878	Occupational Health & Safety
33	Lawson, K.M., Walter, K.N., & Moen, P. (2015). Supervisor support buffers daily psychological and physiological reactivity to work-to-family conflict. *Journal of Marriage and Family, 78*(1), 165-179. https://doi.org/10.1111/jomf.12252	Family Science; Sociology
34	Masuda, A.D., Poelmans, S.A., Allen, T.D., Spector, P.E., Lapierre, L.M., Cooper, C.L., Abarca, N., Brough, P., Ferreiro, P., Fraile, G., Lu, L., Lu, C.-Q., Siu, O.L., O'Driscoll, M.P., Simoni, A.S., Shima, S., & Moreno-Velazquez, I. (2012). Flexible work arrangements availability and their relationship with work-to-family conflict, job satisfaction, and turnover intentions: A comparison of three country clusters. *Applied Psychology: An International Review, 61*(1), 1–29. https://doi.org/10.1111/j.1464-0597.2011.00453.x	Psychology

#	Reference	Discipline
35	May, M., & Reynolds, J. (2018). Religious affiliation and work-family conflict among women and men. *Journal of Family Issues, 39*(7), 1797-1826. https://doi.org/10.1177/0192513X17728985	Sociology
36	McAllister, S., Thornock, C. M., Hammond, J. R., Holmes, E. K., & Hill, E. J. (2012). The influence of couple emotional intimacy on job perceptions and work-family conflict. *Family and Consumer Sciences Research Journal, 40*(4), 330–347. https://doi.org/10.1111/j.1552-3934.2012.02115.x	Family & Consumer Sciences
37	Michel, J. S., Clark, M.A. (2013). Investigating the relative importance of individual differences on the work-family interface and the moderating role of boundary preference for segmentation. *Stress and Health, 29*(4), 324-336. https://doi.org/10.1002/smi.2474	Medical Sciences – Psychiatry & Neurology
38	Minnotte, K.L. (2012). Family structure, gender, and the work-family interface: Work-to-family conflict among single and partnered parents. *Journal of Family and Economic Issues*, 33(4), 95-107. https://doi.org/10.1007/s10834-011-9261-4	Social Sciences; Social and Behavioral Sciences
39	Minnotte, K. L., & Minnotte, M. C. (2018). Work-family conflict among dual-earners: Are partner, family, and friends resources or liabilities? *Journal of Family and Economic Issues, 39*(2), 258-276. https://doi.org/10.1007/s10834-017-9561-4	Social Sciences; Social & Behavioral Sciences
40	Ng, T. W. H., & Feldman, D. C. (2012). The effects of organizational and community embeddedness on work-to-family and family-to-work conflict. *Journal of Applied Psychology, 97*(6), 1233–1251. https://doi.org/10.1037/a0029089	Psychology
41	Nomaguchi K. M. (2012). Marital status, gender, and home-to-job conflict among employed parents, *Journal of Family Issues, 33*(3), 271-294. https://doi.org/10.1177/0192513x11415613	Sociology

#	Reference	Discipline
42	Nomaguchi, K., & Fettro, M. N. (2018). Childrearing stages and work-family conflict: The role of job demands and resources. *Journal of Marriage and Family, 81*(2), 289-307. https://doi.org/10.1111/jomf.12521	Family Science; Sociology
43	Odle, D. H. N., Matthews, R. A., & Wayne, J. H. (2018). Employees' financial insecurity and health: The underlying role of stress and work-family conflict appraisals. *Journal of Occupational and Organizational Psychology, 91*(3), 546–568. https://doi.org/10.1111/joop.12216	Industrial & Organizational Psychology
44	Olson, K. J., Huffman, A. H., Leiva, P. I., & Culbertson, S. S. (2013). Acculturation and individualism as predictors of work-family conflict in a diverse workforce. *Human Resource Management, 52*(5), 741–769. https://doi.org/10.1002/hrm.21559	Business & Economics – Management; Business & Economics – Personnel Management
45	Paustian-Underdahl. S. C., & Halbesleben, J. R. B. (2014). Examining the influence of climate, supervisor guidance, and behavioral integrity on work-family conflict: A demands and resources approach. *Journal of Organizational Behavior, 35*(4), 447–463. https://doi.org/10.1002/job.1883	Psychology; Sociology
46	Paulson, D., & Leuty, M. E. (2016). Dispositional coping, personality traits, and affective style relating to conflict between work and family domains. *Journal of Family and Economic Issues, 37*(4), 519–539. https://doi.org/10.1007/s10834-015-9470-3	Social Sciences; Social & Behavioral Sciences
47	Promislo, M. D., Deckop, J. R., Giacalone, R. A., & Jurkiewicz, C. L. (2010). Valuing money more than people: The effects of materialism on work-family conflict. *Journal of Occupational and Organizational Psychology, 83*(4), 935–953. https://doi.org/10.1348/096317909X480167	Industrial & Organizational Psychology

#	Reference	Discipline
48	Raza, H., Eeden-Moorefield, B., Grzywacz, J. G., Linver, M. R. & Lee, S. (2018). A longitudinal examination of work–family conflict among working mothers in the United States. In S.L. Blair & J. Obradović (Eds.) The work-family interface: Spillover, complications, and challenges: Contemporary perspectives in family research (pp. 107-129). Emerald Publishing. https://doi.org/10.1108/S1530-353520180000013007	Sociology
49	Ruppanner, L. (2013). Conflict between work and family: An investigation of four policy measures. *Social Indicators Research, 110*(1), 327–347. https://doi.org/10.1007/s11205-011-9933-3	Sociology; Population Health; Quality of Life
50	Rupert, P. A., Stevanovic, P., Hartman, E. R. T., Bryant, F. B., & Miller, A. (2012). Predicting work-family conflict and life satisfaction among professional psychologists. *Professional Psychology: Research and Practice*, *43*(4), 341–348. https://doi.org/10.1037/a0026675	Psychology
51	Rudolph, C. W., Michel, J. S., Harari, M. B., & Stout, T. J. (2014). Perceived social support and work-family conflict: A comparison of Hispanic immigrants and non-immigrants. *Cross Cultural Management, 21*(3), 306–325. https://doi.org/10.1108/CCM-01-2013-0002	Business & Economics - Management
52	Ryan, A. M., Huth, M., Massman, A., Westring, A. J., Bannan, R., & D'Mello, S. (2013). Working parent friendly schools: The role of school instrumental support in work-family conflict. *Community*, *Work & Family, 16*(2), 164–190. https://doi.org/10.1080/13668803.2012.735482	Family Science; Sociology; Work
53	Schooreel, T., & Verbruggen, M. (2016). Use of family-friendly work arrangements and work-family conflict: Crossover effects in dual-earner couples. *Journal of Occupational Health Psychology, 21*(1), 119–132. https://doi.org/10.1037/a0039669	Occupational Health & Safety

#	Reference	Discipline
54	Schieman, S., & Young, M. (2011). Economic hardship and family-to-work conflict: The importance of gender and work conditions. *Journal of Family and Economic Issues, 32*(1), 46–61. https://doi.org/10.1007/s10834-010-9206-3	Social Sciences; Social & Behavioral Sciences
55	Schieman, S., & Young, M. (2010). Is there a downside to schedule control for the work-family interface? *Journal of Family Issues, 31*(10), 1391-1414. https://doi.org/10.1177/0192513X10361866	Sociology
56	Stewart, L. M. (2013). Family care responsibilities and employment: Exploring the impact of type of family care on work-family and family-work conflict. *Journal of Family Issues, 34*(1), 113-138. https://doi.org/10.1177/0192513X12437708	Sociology
57	Stoiko, R. R., Strough, J., & Turiano, N. A. (2017). Understanding "his and her" work-family conflict and facilitation. *Current Psychology: A Journal for Diverse Perspectives on Diverse Psychological Issues, 36*(3), 453–467. https://doi.org/10.1007/s12144-016-9434-2	Psychology
58	Tuttle, R., & Garr, M. (2012). Shift work and work to family fit: Does schedule control matter? *Journal of Family and Economic Issues, 33*(6), 261-271. https://doi.org/10.1007/s10834-012-9283-6	Social Sciences; Social & Behavioral Sciences