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## Table 2 Meta-analytical sources on work and family, organized chronologically

From: [Evolving Conceptions of Work-Family Boundaries: In Defense of The Family as Stakeholder](#)

Source	Number or articles included	Study variables	Main findings/conclusions
Kossek and Ozeki ( <a href="#">1998</a> )	27 published articles	Job satisfaction; Life satisfaction; WFC; FWC; Bidirectional work-family conflict; Men; Women; Married respondents; Dual-career couples.	Regardless of the type of measure used (bidirectional work-family conflict, work to family conflict, and family to work conflict), a consistent negative relationship exists among all forms of work-family conflict and job-life satisfaction. This relationship is slightly less strong for family to work conflict.
Byron ( <a href="#">2005</a> )	60 articles	WIF; FIW; Work variables (job involvement, hours spent at work, work support, schedule flexibility, and job stress); Nonwork variables (family/nonwork involvement, hours of nonwork, family support, family stress, family conflict, number of children - living at home-, age of youngest child, marital status, spousal employment); Demographic variables (sex, income, coping style and skills); Moderators (percent female and percent parents in sample, and coding of antecedents).	There exists a differentiation between WIF and FIW. Employees seem to differentiate between the source, or direction, of interference, and the two types of interference appear to have different antecedents. However, some work and family factors can have simultaneously disruptive effects on employees' work and family lives.
Mesmer-Magnus and Viswes	20 studies	WFC; FWC; Job stressors; Non-work stressors; Supportive work environment; Organizational attachment; Organizational withdrawal behaviours; Job satisfaction; Life satisfaction; Health.	It is generally assumed that WFC and FWC are distinct forms of work/family conflict, as they originate from arguably separate life domains, and these articles report that the conclusion that these two types of conflict possess discriminant validity appears to be credible

Sources	Number or articles included	Study variables	Main findings/conclusions
varan (2005)			
Meesmer-Magnus and Viswesvaran (2006)	38 studies	Global work/family conflict; WFC; FWC; Family friendly work environments (FFWEs): (1) Work/family programs, policies, or benefits (flexibility and dependent care) and (2) Family-friendly culture (work/family culture, supervisor support, and co-worker support).	FFWEs play a relatively small role in worker reports of work/family conflict, hence, provide less assistance to workers in managing WFC than one may hope, as none explained more than 7 % of the variance in WFC. A family-friendly work culture seems most influential in reducing WFC. Spousal support and FFWEs explain different portions of variance in WFC, suggesting that FFWEs are uniquely valuable to workers in achieving work/ family balance.
Ford et al. (2007)	178 (published and unpublished) studies	WIF; FIW; Family satisfaction; Job satisfaction; Job involvement; Job stress; Work support; Work hours; Family hours; Family stress; Family support; Family conflict.	<p>Stressors and sources of support that are specific to the work and the family domain are related to satisfaction outside of those domains. Overall, 7% of the variance in family satisfaction and 37% of WIF variance is related to variables within the work domain, whereas 7% of the variance in job satisfaction and 21% of FIW variance is explained by variables in the family domain.</p> <p>Stress from the work domain has the strongest relation of all of the variables examined with WIF and family satisfaction.</p> <p>Family stress and conflict are the strongest family domain correlates of job satisfaction, although these relations are not as strong as those between job stress and family satisfaction.</p>
Michel and Hargis	167 studies	Work social support; Work involvement; Work role conflict; Work time demands; Work role ambiguity; WFC; Family satisfaction; Job satisfaction; Family social support; Family involvement;	Indirect effect work–family conflict models explain 2.20% and 6.20% of the variance in job and family satisfaction outcomes, whereas direct effect segmentation models explain

So urc es	Numb er or articl es inclu ded	Study variables	Main findings/conclusions
<a href="#">(2008)</a>		Family role conflict; Family time demands; Family role ambiguity; FWC.	54.10% and 48.50% of the variance in job and family satisfaction outcomes
Mich el et al. <a href="#">(2009)</a>	211 studie s	WIF; FIW; Work social support; Work involvement; Work role conflict; Work time demands; Work role conflicts; Work time demands; Work role ambiguity; Family social support; Family involvement; Family role conflict; Family time demands; Family role ambiguity; Job satisfaction; Family satisfaction; Life satisfaction.	Among the multiple full-range work-family conflict models and model linkages, direct effects drive work-family conflict models while indirect effects provide little incremental explanation in regard to satisfaction outcomes.
Ho obl er et al. <a href="#">(2010)</a>	90 studie s	WFC; FWC; Work performance; Salary; Career satisfaction; Hierarchical level attained; Control variable: age.	Both WFC and FWC negatively impact self-rated as well as manager-rated work performance. WFC and FWC are negatively related to career satisfaction and hierarchical level attained. WFC is negatively related to salary, while FWC is positively related to salary.
Mc Nal l et al. <a href="#">(2010)</a>	28 (publis hed and unpub lished) studie s	WFE; FEW; Job satisfaction; Affective commitment; Turnover intentions; Family satisfaction; Life satisfaction; Physical/mental health.	WFE and FWE are positively associated with work-related outcomes (job satisfaction and affective commitment). When employees perceive that their work and family roles are enriching, they may reciprocate toward the organization with desired attitudes but not necessarily intentions to remain in the organization. WFE and FWE are positively linked to physical and mental health. The role from which enrichment originated is more strongly related to various outcomes than the role from which the enrichment is received, which is contrary to results in the work-family conflict literature. Thus, WFE has a stronger effect on work-related outcomes (job satisfaction and affective commitment); whereas FWE has a stronger effect on family satisfaction.
Mich el et al.	129 studie s	Work involvement; Work role conflict; Work time demands; WFC; Work social support; Work role ambiguity; Family involvement; Family role conflict; Family	Controlling for role involvement, work and family social support have the greatest effect on same-domain role stressors, which then have an effect on the cross-domain work-

Sources	Number or articles included	Study variables	Main findings/conclusions
<a href="#">(2010)</a>		time demands; FWC; Family social support; Family role ambiguity.	family conflict constructs. Controlling for work and family involvement, work and family social support are most related to same domain role conflict and role ambiguity. Subsequently, work role conflict and time demands are most related to WFC, while family role conflict and role ambiguity are most related to FWC.
Amstad et al. <a href="#">(2011)</a>	98 articles	WIF; FIW; Different outcome variables (work-related outcomes, family-related outcomes, and domain-unspecific outcomes)	Work-family conflict affects well-being and behaviour in general, but also to family and working life's well-being. WIF is more strongly associated with work-related than with family-related outcomes, while FIW is more strongly associated with family-related outcomes.
Kossek et al. <a href="#">(2011)</a>	85 published and unpublished studies	WFC; Perceived Organizational Support; Perceived Work-Family Organizational support; Supervisor support; Supervisor Work-Family Support.	Work-family-specific support is more strongly related to work to family conflict than general support. Positive perceptions of general and work-family-specific supervisor indirectly relate to work-family conflict via organizational work-family support, that is, work-family-specific support plays a central role in individuals' work-family conflict experiences.
Michel et al. <a href="#">(2011)</a>	142 studies	WFC; FWC; Job stressors (work role conflict, work role ambiguity, work role overload); Work role involvement (job involvement, work interest/centrality); Work social support (organizational support, supervisor support, co-worker support); Work characteristics (organizational tenure, job tenure, type of job, current salary, task variety, job autonomy, schedule flexibility, family friendly organization); Family stressors (family role conflict, family role ambiguity, family role overload); Family role involvement (family involvement, family interest/centrality); Family social support (family support, spousal support); Family characteristics (working spouse, family income, family climate); Personality (Internal locus of control,	Work role stressors, work role involvement, work social support, some work characteristics (task variety, job autonomy, family friendly organization), and personality are antecedents of WFC; while family role stressors (family stressors, role conflict, role ambiguity, role overload, time demands, parental demands, number of children/dependents), family social support, family climate, and personality are antecedents of FWC. In addition, work role stressors (job stressors, role conflict, role ambiguity, role overload) and work social support are predictors of FWC; while family role stressors, family involvement, family social support,

Sources	Number or articles included	Study variables	Main findings/conclusions
		negative affect/neuroticism); Demographic variables (marital status, parental status, gender).	and family climate are predictors of WFC
Shoekley and Singla (2011)	132 (published and unpublished) studies	WIF; FIW; WEF; FEW; Job satisfaction; Family satisfaction; Control variables (job satisfaction and family satisfaction).	WIF is more strongly related to job satisfaction than family satisfaction, and FIW is more strongly related to family satisfaction than job satisfaction. Affective reactions to WFE occur mostly in the originating, rather than receiving, domain. With the exception WEF and job satisfaction, gender moderates all relationships such that the relationships are stronger when more females are in the sample.
Allen et al. (2012)	68 articles	WFC; Dispositions; Demographic moderators (percentage of male, parents and married participants in each sample)	Dispositions are important predictors of work-family conflict. In general, negative trait-based variables (e.g., negative affect and neuroticism) appear to make individuals more vulnerable to work-family conflict, while positive trait-based variables (e.g., positive affect and self-efficacy) appear to protect individuals from work-family conflict.
Allen et al. (2013)	58 articles	WFC; Flexible work arrangements; Moderators (percentage of male, parents, and married participants in each sample; and work hours of participants in the sample)	The relationship between flexible work arrangements and work-family conflict may be smaller than assumed because the direction of work-family conflict (WIF vs. FIW) and the specific form of flexibility (flexitime vs. flexplace; use vs. availability) make a difference in the effects found, but, overall, the significant effects are small in magnitude.
Butts et al. (2013)	57 studies (41 published and 16 unpublished)	Policy availability; Policy use; Family-supportive organization perceptions (FSOP); WFC; Work attitudes (job satisfaction, affective commitment, and intentions to stay); Sample characteristics (gender, marital status, responsibility for dependents); Study-level variables (publication status, geographic location).	Availability and use of work-family support policies exhibit small but favourable relationships with work attitudes, these relationships being stronger for availability than for use. Greater availability of work-family support policies is associated with higher FSOP and, in turn, related to more positive attitudes. Policy use is partially related to work attitudes through reduced WFC.

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	studies)		
Allen et al. (2015)	20 studies (published and unpublished research)	WFC; National context	There are no significant differences in mean in WFC, while FWC is higher in more collectivistic cultures, in countries with a higher economic gender gap, and in countries other than the U.S.
Nohe et al. (2015)	30 relevant papers (17 published journal articles, 11 unpublished papers, and 2 conference papers)	WIF; FIW; Strain type; Work-specific strain (burnout, cynicism, depersonalization, disengagement, emotional exhaustion, irritation, need for recovery, and personal accomplishment).	WIF and FIW predict strain and strain predicts WIF and FIW. That is, there are reciprocal effects between WIF/FIW and strain. WIF has a stronger effect on work-specific strain than does FIW, which supports the matching hypothesis rather than the cross-domain perspective.
Fellows et al. (2016)	33 articles	Work-family conflict; Couple relationship quality; Moderators (gender, dual-earner versus single-earner status, parental status, region, and scale standardization).	Work-family conflict is associated with lower couple relationship quality. This relationship is stronger for single-earner couples and for couples in North America (versus those in Asia or Europe)
Litano et al. (2016)	40 (published and unpublished) studies	WIF; FIW; WFE; FWE; Cultural orientation (individualistic, collectivistic, power distance, autonomy); Publication source (published, unpublished); LMX measure (LMX-7 and LMX-MDM)	Leader-member exchange (LMX) is negatively related to WIF, and FIW, and positively linked to work-family enrichment, and family-work enrichment. Both contextual and methodological factors moderate the relationship between LMX and WIF. This study calls for incorporating established leadership theory into work-family research to better

Sources	Number or articles included	Study variables	Main findings/conclusions
			understand how and why leaders assist their employees in effectively managing work and family.
Shoekley et al. (2017)	582 published papers, dissertations, and conference papers	Gender; WFC (WIF versus FIW); Moderators (dual-earner couples, parental status, full-time workers, same job types, cultural gender egalitarianism, date of publication); Mediators (work and family hours, work and family salience, boundary strength around work and family, coder training and process)	There is little evidence for substantial gender differences in WFC. Although the association between gender and WIF and FIW is statistically significant in the direction of women experiencing more conflict overall, the correlations are very small in magnitude and may be considered negligible for practical purposes. Interestingly, results differ somewhat by type of conflict; for example, men actually reported more time-based WIF than women, though the effect is still small.
French et al. (2018)	177 studies (135 published, 34 dissertations, 7 conference presentations, and 1 unpublished data set)	WIF; FIW; Combined work support (organizational support, supervisor support, co-worker support, mixed supervisor/co-worker support, instrumental support, emotional support, mixed instrumental/emotional support, support behaviours, support perceptions, mixed support behaviour/perception); Combined family support (general family support, spouse support, instrumental support, emotional support, mixed instrumental/emotional support, support behaviours, support perceptions, mixed support behaviour/perception)	More social support emanating from the work domain consistently relates to less WIF and to less FIW. The magnitude of relationships between social support and work-family conflict varies as a function of social support domain, form, source, type, and national context.
Lapierre et al. (2018)	171 (published and unpublished) studies	WFE; FEW; Family-friendly organizational policies; Social support at work; Work autonomy; Social support from family; Work engagement	Some contextual and personal characteristics (e.g., social support at work, social support from family) are significantly associated with enrichment: those associated with work tend to have stronger relationships with WFE and those associated with family tend to have stronger relationships with FEW. However, some antecedents have significant relationships with both

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			WFE and FEW. Work engagement mediates between several contextual characteristics and enrichment.
Xu et al. (2018)	250 articles (214 published and 36 unpublished papers)	WFC; WFE; Job satisfaction; Family satisfaction; Life satisfaction; Mental health	Employees from more individualistic and more developed countries are more sensitive to how work interferes with family life, whereas employees in less individualistic and less developed countries are more sensitive to how work provides material, social, and cognitive resources that help in the fulfilment of family roles.
Zhang et al. (2018)	67 articles	WFE; FWE; Work domain variables (job satisfaction, organizational commitment, turnover intention); resource consequences (work engagement, burnout); Performance variables (in-role performance, organizational citizenship, behavior); General well-being (overall health, life satisfaction, stress) and family related variables (family satisfaction, family performance); Moderators (gender, marital status, age, number of children, national culture, construct label)	The WFE has benefits for both work and family life, but it has stronger effects on within-domain consequences than cross-domain consequences. The relationship between FWE and job satisfaction is stronger in Eastern countries than Western countries.
Liao et al. (2019)	228 research papers	Work-family conflict; Work demand; Work control; Work role overload; Work hours; Job autonomy; Flexibility at work; Family demand; Family control; Family role overload; Family hours; Commitment to work; Commitment to family; Work performance; Family performance; Career satisfaction; Career development consequences	Work and family demands are positively related to WFC, while when individuals perceive that they have control over their work or family obligations, they are in a better position to retain or protect their limited resources for their dual roles in the work and family domains, leading to the mitigation of WFC. A high level of autonomy at work is negatively related to WFC, and hours spend at work has a positive relation with WFC. Role overload at both work and family are associated with WFC, while having flexibility from work schedule is negatively related to WFC. In addition, WFC is negatively related to employee career development outcomes.



Sources	Number or articles included	Study variables	Main findings/conclusions
Wong et al. (2020)	58 papers published	Work-life balance arrangement (WLBA: family-friendly policies, flexible working hours, incentive program, workplace health program, work-life balance program); Organizational performance (CM: career motivation, employee attendance, employment recruitment, employee retention, organizational commitment, productivity); Moderating variables (gender, sector, employee hierarchy, publication year, age, country of origin).	There exists a positive relationship between the work-life balance arrangement and organizational performance. Career motivation, employee attendance, employee recruitment, and employee retention are significantly associated with the work-life balance arrangement. The moderators affecting the relationship between the work-life balance arrangement and organizational performance were gender, sector, and employee hierarchy.
Xin et al. (2020)	71 papers	WFC; WIF; FIW; Year of data collection; Control variables (gender ratio, publication class, and region)	Social changes played an important role in changes of WFC because the increase in WFC scores among Chinese employees is associated with scores of six social indicators that might cause stress in workplace (the number of employees and number of college graduates) and stress in family (divorce rate, residents' consumption level, elderly dependency ratio, and family size) of 5 years before and the year of data collection.
Zhao, Ghiselli et al. (2020)	57 studies	WIF; FIW; Demographics variables (age, education, gender, marital status, organizational tenure, and number of children); Work variables (work overload, work stress, job satisfaction, career satisfaction, turnover intention, intrinsic motivation, work performance, supervisor support, organizational support, affective commitment); non-work variables (positive affectivity, negative affectivity, emotional exhaustion, life satisfaction).	Work-family conflict significantly relates to employees' work, family and life attitudes. However, there is no evidence indicating that work-family conflicts vary across demographic groups of employees. WIF and FIW are highly connected and influence each other.
Zhao, Wang et al. (2020)	42 articles	WIF; FIW; Job satisfaction; Life satisfaction; Gender; Organizational support; Number of children	Organizational support plays a critical role in helping employees release WFC and improve life satisfaction but not job satisfaction. The number of children is a key factor at the individual level on predicting WFC, whereas gender relates only to life satisfaction. There are asymmetric permeable roles of WFC dimensions

Sources	Number or articles included	Study variables	Main findings/conclusions
			(i.e., WIF and FIW) among work, family and life domains.
Hobler et al. (2021)	55 articles	WF spillover; FW spillover; Mental health and well-being; Work strain; Home/family strain; Support from work; Job and career satisfaction; Work engagement; Life satisfaction; Home support; Autonomy; Support from home	When the magnitude of the relations between WFC and WFE and their common correlates (e.g., strain, support, and attitudes) in Africa with the West are compared, some differences in effect sizes are found. These differences could be due to African contexts, specifically the influence of the family system, economic insecurity, and blurring of roles.
Li et al. (2021)	98 studies (81 articles, 8 conference papers, 8 dissertations, and 1 book chapter)	Role senders' work stressors; Role sender work attitudes; Role sender WFC; Role receiver psychological distress; Role receiver work attitudes; Role receiver family satisfaction.	There exists crossover of the role sender's work stressors, work attitudes, and WFC to the role receiver's psychological distress, family satisfaction, and work attitudes. These effects are mediated by the role sender's positive social behaviour.
Martei et al. (2021)	36 articles	Own job/family demands; Own job/family resources; Own personal resources; Own WIF; Own well-being; Partner's job/family demands; Partner's job/family resources; Partner's personal resources; Partner's WIF; Partner's well-being.	Both partners' well-being measures have small proportions of shared variance. Little evidence of a crossover effect from one's work-related variables toward the partners' family-related well-being. Analyses do not support a crossover effect from one's work-family interaction toward their partner's well-being. New studies about how family-related resources and demands are related to wellbeing and personal resources in the crossover processes are necessary

FEW: Family enrichment of work; FIW: Family interference with work; FWC: Family-to-work conflict; WIF: Work interference with family; WEF: Work

enrichment of family; WFC: Work-to-family conflict; WFE: Work-family enrichment.

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