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FURTHER UNDERSTANDING OF THE SPILLOVER PROCESS:
WORK INFLUENCES ON FAMILY DISENGAGEMENT AND THE MEDIATING
EFFECTS OF FLEXIBLE WORK ARRANGEMENTS

A Thesis
Presented to
The Faculty in the Department of Psychological Sciences
Western Kentucky University
Bowling Green, Kentucky

In Partial Fulfillment
Of the Requirements for the Degree
Master of Science

By
Alexandra Myers

May 2020

FURTHER UNDERSTANDING OF THE SPILLOVER PROCESS:
WORK INFLUENCES ON FAMILY DISENGAGEMENT AND THE MEDIATING
EFFECTS OF FLEXIBLE WORK ARRANGEMENTS

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FURTHER UNDERSTANDING OF THE SPILLOVER PROCESS:
WORK INFLUENCES ON FAMILY DISENGAGEMENT AND THE MEDIATING
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Alexandra Myers

May 2020

32 Pages

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Organizations have long sought to determine methods in reducing the work family conflict employees experience in order to improve overall morale as well as producing more efficient and effective employees. My study examined the spillover process from the work to family domain. Specifically, I examined the influence of work-related affective rumination on family disengagement, mediated by strain-based work-to-family conflict. I also examined the buffering effects of flexible work arrangements on the relationship between strain-based work-to-family conflict and family disengagement. Utilizing a sample of employees recruited via Amazon's Mechanical Turk and working full-time outside the home, I analyzed the data with a moderated-mediation analysis process macro model 14 (Preacher, Rucker, & Hayes, 2007). Results indicate that there is a partial mediation between work-related affective rumination and family disengagement through strain-based work-to-family conflict. However, the hypothesized moderating effect of flexible work arrangements on family disengagements was not significant. Implications for research and practice are discussed.

Introduction

There is a large body of research that examines how individuals manage their work and nonwork roles (e.g., Allen, Herst, Bruck, & Sutton, 2000; Hecht & Allen, 2009), most of which has focused on inter-role conflict. Importantly, the experience of work-to-family conflict (i.e., work interfering with one's family role) has been found to be associated with poor psychological health and emotional exhaustion, as well as intent to turnover and increased absences in the workplace (Boyar, Maertz, & Pearson, 2005; Frone, 2000; Netemeyer, Boles, & McMurrian, 1996). A popular explanation entails the spillover theory, which posits that events and feelings from one domain carry over to other domains (Clark, 2000). More specifically, negative experiences at work carry over into the family domain, creating conflict between the roles as well as adverse individual and organizational outcomes.

While research on work-to-family conflict abounds, research is needed to aid practitioners and academics alike in understanding how the work and home domains influence each other. Understanding the psychosocial and behavioral processes that may transmit negative components of work to employees' home life is not well understood. In addition, the individual strategies that may offset the negative effects of spillover into one's home life are less studied. SIOP's 6th Annual Top 10 Workplace Trends article identify work-life balance interventions as one of the top 10 trends of 2019 (Rebar, 2019), exemplifying the necessity for further research on domain management practices. In addition, findings in the work-family conflict literature are varied as family contextual variables and timeframes are not consistent across study contexts (Repetti & Wang, 2014). Moreover, the work recovery and coping literatures both emphasize psychological

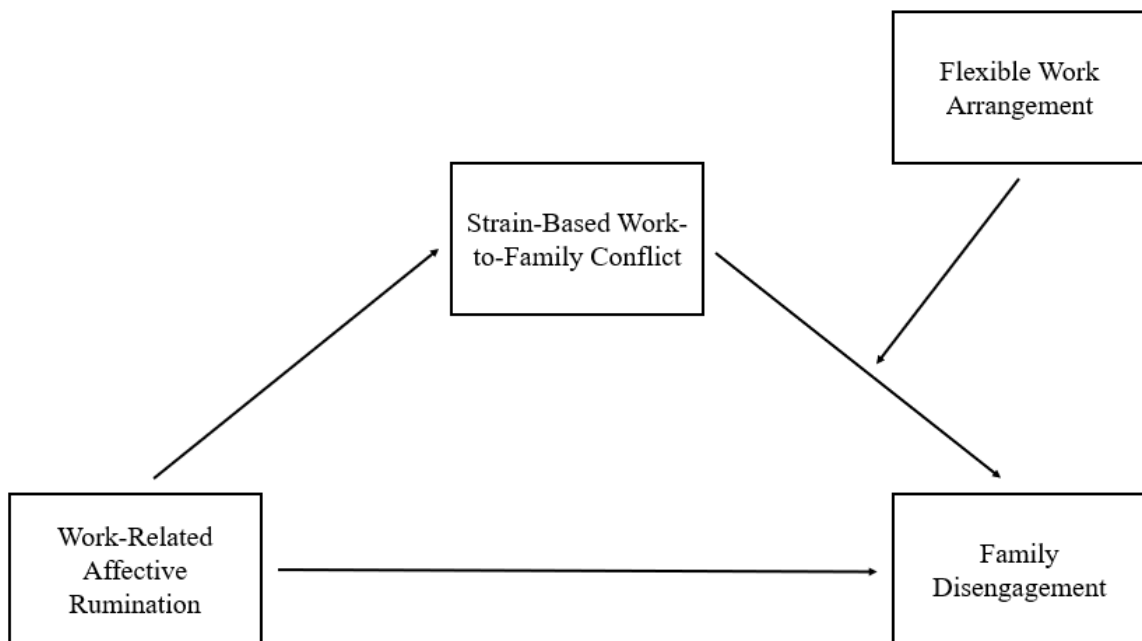
disengagement in order to manage the effects of stressors in the work domain, but what happens when this process results in the psychological disengagement from one's family role? The absence of literature on family disengagement reveals a large gap that must be considered.

Essentially, there is a need for studies that examine and delineate the process for how workplace attitudes, behaviors, and experiences influence outcomes in the family domain, as well as boundary conditions that moderate the spillover process (French, Butts, & Allen, 2016). Work-related affective rumination has been conceptualized as a maladaptive coping response to the experience of stressors in the workplace (Sonnetag, & Bayer, 2005). Work-related rumination encompasses employee negative, repetitive thoughts about work-related issues (Sonnetag, & Bayer, 2005). Indeed, research supports that stressful workloads are associated with the inability to psychologically disengage from work during one's evening hours at home (Sonnetag, & Bayer, 2005). When employees experience the inability to psychologically disengage from work while in their family domains, it may influence the perception of work-to-family conflict (i.e., work interfering with family), as employees focus their cognitive and attentional resources on their work rather than their home life (Grandey, 2008). This process may influence employee disengagement from their family domain completely (i.e., family disengagement; Sanz-Vergel, Demerouti, Bakker, & Moreno-Jimenez, 2011), which may lead to detrimental consequences in employee family domain over time (e.g., decrease in relationship satisfaction). However, it is possible and likely that resources may buffer the negative spillover effects of work on one's family domain. Specifically, flexible work arrangements may mitigate the effects of work-to-family conflict and family

disengagement by assisting employees in replenishing resources necessary for fully engaging in one's family domain (Grandey & Cropanzano, 1999).

I examined the spillover relationship between work-related affective rumination and family disengagement through the process of work-to-family conflict. Additionally, I investigated the use of flexible work arrangements (FWAs) within the organization as a boundary condition that modifies the spillover process. My conceptual model is presented in Figure 1.

Figure 1. Conceptual Model.



Psychological Disengagement

Psychological disengagement is defined as one's sense of cognitively being away from a particular domain (Demsky, Ellis, & Fritz, 2014). Conservation of resources (COR) theory posits that individuals strive to keep, protect, and build resources (Hobfoll, 1989). When individuals are unable to maintain resources, they become stressed and seek to replenish them. Research supports the idea that psychological disengagement from the

work domain is a necessary component of employees' ability to successfully manage the work and family domains, as well as engage in necessary recovery processes (Demsky, Ellis, & Fritz, 2014). Disengaging enables individuals to take a break and restores energy that may have been lost, protecting individuals from psychological risks. In fact, the ability to psychologically disengage is positively associated with one's psychological wellbeing (Sonnetage & Bayer, 2005), as well as vigor and energy in their daily performance at work (Hernández et al., 2013; Sonnetage & Bayer, 2005).

However, individuals who are unable to stop thinking about work-related stressors, such as workload or conflicts between coworkers, may find it impossible to psychologically disengage from work (Sonnetag & Krue, 2006). These work-related stressors have the potential to encourage spillover from the work domain into the family domain, influencing employee wellbeing. Furthermore, additional factors may make it more or less difficult for individuals to psychologically disengage from work. For example, workload not only consumes one's cognitions with the constant strain of worrying about what needs to be done, but it also interferes physically through time commitments (Sonnetage & Bayer, 2005).

While much of the prior research on psychological disengagement focuses on employee disengagement from work, it is possible and likely that employees can disengage from their family domain. However, little research has investigated the effects of psychologically disengaging from the family domain. Although psychological disengagement is typically conceptualized as a positive coping mechanism to the experience of work-related stressors, psychological disengagement from the family domain may be seen as a negative coping mechanism due its effects on both the

individual themselves and those within their family domain (Sanz-Vergel et al., 2011). For example, one may experience a family related issue, such as an argument with a spouse about money, which would evoke the individual to disengage from their family domain in order to cope with the strain they are facing; this then leads to distress within the family domain as the individual is not present to proactively solve and discuss the issue at hand. In addition to family disengagement being a negative coping mechanism to stressors within the family domain, it may also be a negative coping mechanism to the stressors within the work domain. For instance, instead of psychologically disengaging from work to replenish resources lost within that domain, an individual may attempt to replenish their resources by taking attention and cognitions away from the family domain so that they have the resources to further expend their energy within the work domain.

Work-Related Affective Rumination

Ruminative thoughts can be conceptualized as a cognitive mechanism of spillover from one setting to another due to stressful situations (Maertz & Boyar, 2011). Work-related affective rumination is an emotion-focused cognitive state in which thoughts about work are intrusive, pervasive, recurrent, and negative (Cropley & Zijlstra, 2011). Research suggests that work-related affective rumination is associated with a variety of detrimental outcomes including depression, anxiety, diminished feelings of control and happiness, and physical symptoms such as fatigue (Querstret & Cropley, 2012). Furthermore, job stress is correlated with work-related affective rumination (Sonnentag & Bayer, 2005). A few examples of stressful events at work that employees may ruminate on include a negative encounter with a co-worker or supervisor, a presentation given, or tasks unfinished. Additionally, ruminative thoughts do not always pertain to the

past, they can also be about the future, for instance, job security. Therefore, work-related affective rumination is conceptualized as a maladaptive coping response to stressors at work (Demsky, Ellis, & Fritz, 2014). Work-related affective rumination is detrimental to the wellbeing of employees because it enables negative spillover from the work domain to the family domain.

In accordance with the COR theory, work-related affective rumination can be thought of as a depletion of resources, specifically cognitive resources, as one focuses their attention and cognitive energy on negative thoughts about work. One mechanism for replenishing resources is psychological disengagement; however, if an individual is unable to disengage from their work domain due to ruminative thoughts, they will have to replenish those lost resources using alternative methods. One such alternative method may be to psychologically disengage from the family domain in order to conserve and restore resources (Sonnentag & Krueger, 2006). In addition, the resource drain model postulates a negative relationship between work and family. Specifically, the use of resources such as time, energy, and attention in one domain reduces the availability of these same resources for use in another domain (Frone, 2003). Thus, work-related affective rumination depletes cognitive resources within the work domain; therefore, individuals may compensate and replenish these lost resources by disengaging from the family domain. Therefore, I hypothesize that:

Hypothesis 1: Work-related affective rumination will be positively associated with disengagement from one's family role.

The Mediating Role of Work-to-Family Conflict

Boundary theory focuses on how individuals take on multiple roles, which are self-constructed and clearly defined by core features (i.e., work and family domains) in order to simplify and classify the world around them (Ashford, Kreiner, & Fugate, 2000). Unfortunately, these roles may overlap and cause distress. Work-family conflict occurs when there is inter-role conflict in which the role pressures from work and family are mutually incompatible (Greenhaus & Beutell, 1985). This incompatibility results in stress for employees, which can negatively impact factors such as job satisfaction, organizational commitment, intent to turnover, absenteeism, job performance, career satisfaction, and career success (Ahmad, 2008; Allen, Herst, Bruck, & Sutton, 2000). In addition, work-family conflict is bidirectional. Work can interfere with family (i.e., work-to-family conflict, or WFC) and family can interfere with work (i.e., family-to-work conflict, or FWC; Frone, 2003). In order to avoid the negative outcomes associated with work-family conflict, employers may adjust workplace policies (e.g., flexible work arrangements) because it would be unrealistic for organizations to change aspects of an employee's family domain (i.e., family-to-work conflict).

Work-to-family conflict encompasses both time- and strain-based components. Time-based conflict occurs when time invested in one role prevents one from participating in another role (Frone, 2003; Houliort, Philippe, Bourdeau, & Leduc, 2018). For example, one may stay at work for long periods of time, which therefore reduces the amount of time allotted for the family domain. Strain based work family conflict occurs at a cognitive level in which strain from one domain interferes with the thoughts in the other domain (Frone, 2003; Houliort et al., 2018). For instance, an individual may ruminate on a strain inducing situation from work, which then impairs that individual

from giving their full attention to the family domain. My research specifically focuses on strain-based work-to-family conflict due to the cognitive focus, as work-related affective rumination and family disengagement occur at a cognitive level.

Work-related affective rumination is important to consider in the spillover process between the work and family domains, as it can significantly impair one's ability to disengage from the work context, thereby facilitating the perception of work-to-family conflict. Affective events theory (AET; Weiss & Cropanzano, 1996) posits that negative workplace events are emotionally charged, which may trigger perseverative thinking about work, thus influencing the perception that work is interfering with time and thoughts that could otherwise be devoted to one's family and home life (i.e., work-to-family conflict). Research suggests that negative work events may stimulate behavior changes, such as the inability to disengage from work, thus increasing the potential that work interferes with family (e.g., Grandey, 2008; Greenhaus & Beutell, 1985). What's more, this negative process could be triggered by the cognitive distraction that is work-related affective rumination. Thereby, extending to the resource drain model, the resources consumed from work-related affective rumination reduce the availability of resources for managing work family conflict. Therefore, I hypothesize that:

Hypothesis 2: Work-related affective rumination will be positively associated to strain-based work-to-family conflict.

Role theory suggests individuals may become psychologically involved in their work and family roles while attempting to meet the role expectations of each domain. However, if dissatisfaction in either the family or work roles are encountered, individuals may compensate with time, attention, and energy toward the alternate role (Michel,

Kotrba, Mitchelson, Clark, & Baltes, 2011). That is, the incompatibility between the home and work domain may encourage individuals to compensate within the family domain by disengaging. Therefore, I hypothesize that:

Hypothesis 3: Strain-based work-to-family conflict will be positively associated with disengagement from one's family role.

Hypothesis 4: Strain-based work-to-family conflict will mediate the relationship between work-related affective rumination and psychological disengagement from one's family role.

Flexible Work Arrangements

More so now than in prior years, organizations are realizing the benefits of assisting their employees by providing resources that can ameliorate the potential negative influences of work on employees' home lives, as prior research indicates work family conflict is significantly associated with negative organizational outcomes (e.g., increased absenteeism; Allen, Johnson, Kiburz, & Shockley, 2013). Some examples of resources include family leave (e.g., maternal leave, paternal leave, leave to care for seriously ill family members), dependent-care assistance (e.g., on-site day care for children, voucher or direct subsidies for child care, elder care, and child care referral services), and general resource services (e.g., employee assistance programs, work family seminars, programs for teenage children of employees; Frone, M. R., 2003). The idea is that by adding these policies, employees are less stressed and have the support and opportunities necessary to better manage both the family and work domains.

Flexible work arrangements (FWAs) are a prime example of an organizational resource for employees. FWAs are typically defined as work options that permit

flexibility in terms of “where” work is completed (e.g., telecommuting) and/or “when” work is completed (e.g., flextime or scheduling flexibility; Allen, Johnson, Kiburz, & Shockley, 2013). Indeed, research suggests that perceived flexibility in start and end times influences increases in productivity, job performance, job satisfaction, engagement, and expected retention (Richman, Civian, Shannon, Jeffrey Hill, & Brennan, 2008). At the individual level, perceptions of FWAs are associated with increased organizational commitment, mental health, resilience, and effectiveness (Tausig & Fenwick, 2001).

As indicated previously, in an attempt to restore temporal, cognitive, and attentional resources, employees often utilize the maladaptive coping mechanism of disengaging from the family domain as a result of work family conflict. Extending COR theory, negative cognitions emanating from workplace experiences and the perception of work-to-family conflict can be conceptualized as threats to valuable resources that diminishes the ability of the employee to build resource reserves. This results in negative outcomes for employees as they struggle to manage the demands of work and family (Grandey & Cropanzano, 1999). However, organizations can help their employees build these resource reserves by offering FWAs that allow employees to alter their start and end work times, at a minimum. Moreover, flexible work arrangements as a resource provided by the organization may help ameliorate the negative spillover process between detrimental work-related cognitions (i.e., work-related affective rumination), work-to-family conflict, and family disengagement. Therefore, I hypothesize:

Hypothesis 5: Flexible work arrangements will moderate the relationship between strain-based work-to-family conflict and family disengagement such that the

relationship between strain-based work-to-family conflict and family disengagement is weaker when employees utilize flexible work arrangements.

The Present Study

The present study seeks to further understand the spillover process as well as boundary conditions to alleviate the various negative outcomes associated. I examine the direct and indirect effects of work-related affective rumination on family disengagement, via the mediating mechanism of strain-based work-to-family conflict. In addition, flexible work arrangements will be examined as a potential boundary condition within the spillover process between work-related affective rumination, strain-based work-to-family conflict, and family disengagement.

Method

Participants

The data being used for this thesis were previously collected for use in a different study (see Burch & Barnes-Farrell, *in press*). The original study utilized Amazon's Mechanical Turk (MTurk) to recruit participants. After an initial group of 511 individuals, a screening survey to ensure heterogeneity produced a final sample of 189 participants. Criteria for eligibility to participate in this study included being employed full-time (35 or more hours per week), commuted to and from work with a private vehicle, is a U.S. citizens with a 95% approval rate, and previously completed 50 or more tasks on MTurk. Additionally, two validation questions were embedded to ensure effortful responding. No participants failed to respond correctly to both of the validation questions. The 189 participants who met eligibility requirements were invited to participate in a daily diary study on work and commuting experiences.

Of the 189 participants that were sent a baseline survey, 140 of them completed it (response rate = 74%). Of those 140 participants, 131 completed seven or more daily surveys (response rate = 93.6%), and 95 completed all 10 daily surveys (response rate = 67.9%). Of those 131 who completed seven or more daily surveys, 26 were later excluded due to a couple of reasons. First, although inclusion criteria were screened for with an initial survey, some participants indicated working fewer than 35 hours per week on average when asked within the baseline survey. Second, two participants indicated that they work only four days per week on average, rather than five. Finally, 21 participants indicated that they work a shift other than a regular day-time shift. Of the 140 participants that had completed the baseline survey, the final number of participants was 106 (response rate = 76%); however, I only analyzed the data from the baseline survey, making my sample size 140 participants.

Participant were mainly white (82%), male (62%), and had obtained a four-year college degree or higher (65%). The average age of participants was 33.6 years ($SD = 9.14$), and approximately 51% were married or living with a partner and 39.6% were single. Participants reported an average time employed with their company as 5.7 years ($SD = 4.89$), where 22% reported a tenure of 10 to 30 years. In addition, the employment of the participants varied, including professional (23.6%), management/business/financial (24.5%), and office administrative (16%).

Measures

Participants were asked to complete the following measures regarding their general work experience and attitudes. All measurements were used to create a composite

score for each variable, either by indexing or scaling the selected items indicated within each measurement employed. The survey codebook is displayed in Appendix A.

Work-Related Affective Rumination. The affective rumination subscale of the Work-Related Rumination Questionnaire (WRRQ; Cropley, Michalianou, Pravettoni, & Millward, 2012) was utilized for the present study. The WRRQ is composed of three subscales measuring affective rumination (AR), problem-solving pondering, and disengagement that comprise five items each. An example item for affective rumination is, “I am troubled by work-related issues.” Responses for the items were dichotomous, in which participants responded with either “yes” or “no.” Items were coded such that higher scores indicated a greater degree of affective rumination. Therefore, the composite measurement was created as an index in that each “Yes” response was counted and summed (KR-20 = .90).

Family Disengagement. Family disengagement was assessed using three items developed for prior research purposes. The family disengagement scale asks participants to think about the time they spend with family when responding. An example item is, “I have a hard time forgetting about work.” Items were assessed on a five-point Likert-type scale ranging from “strongly disagree” to “strongly agree.” Items were coded such that higher scores indicated a greater degree of family disengagement (Cronbach's $\alpha = .92$).

Strain-Based Work-to-Family Conflict. Strain-based work-to-family conflict was assessed using the Strain-Based Work-to-Family Conflict subscale of the Work-Family Conflict Scale developed by Carlson, Kacmar, and Williams (2000). The Work-Family Conflict Scale is composed of four subscales measuring time-based work-to-family conflict, strain-based work-to-family conflict, time-based family-to-work conflict, and

strain-based family-to-work conflict that are comprised of three items each. An example item for strain-based work-to-family conflict is, “Due to all the pressures at work, when I come home I am too stressed to do the things I enjoy.” Participants were asked to reflect on their experiences over the past month. All responses were on a 5-point Likert-type scale ranging from “never” to “a great deal.” Items were coded such that higher scores indicated a greater degree of work-to-family conflict (Cronbach's $\alpha = .94$).

Flexible Work Arrangements. Flexible work arrangements was assessed by asking participants, “Are you allowed to choose your own starting and quitting times within some range of hours?” Participants either responded “yes” or “no.” Items were coded such that higher scores indicated a greater degree perceived flexibility.

Procedure

As previously discussed, participants were recruited via MTurk. And were screened in order to ensure that they matched the study criteria for eligibility. Those who completed the screening survey were given \$0.20. Those who met the criteria for eligibility were invited to take a baseline survey via email and received a link to the survey. The baseline survey collected participant personal, job-related, and commuting-related demographics. To ensure confidentiality, surveys were identified and linked by participants' MTurk employee ID number. Those who completed the baseline survey were given \$4.

Participants who completely the baseline survey were invited to participate in the daily diary study. Approximately one week after completing the baseline survey, participants filled out once a day survey utilizing daily diary methodology after arriving home from their evening commute from work during a time span of 2 working weeks, or

10 business days. Participants were frequently reminded to complete their survey's through email reminders containing a link to the survey itself. There were two reminders a day: one sent mid-day to remind participants of the survey that needed to be completed once arriving home, and the other sent at 6pm to remind the participants who hadn't yet filled out the survey for that day. Participants were paid \$2 for each daily survey completed and an additional \$5 for completing all 10 daily surveys.

A follow-up survey was sent to the participants who had completed all 10 daily surveys approximately one week following the end of the daily dairy data collection. Participants received \$5 for completing the follow-up survey. Participants who completed each survey (baseline, 10 daily surveys, and follow-up survey) were entered to win a \$25 bonus, in which there were a total of four awarded. For the purposes of my thesis, only the data from the baseline survey was used.

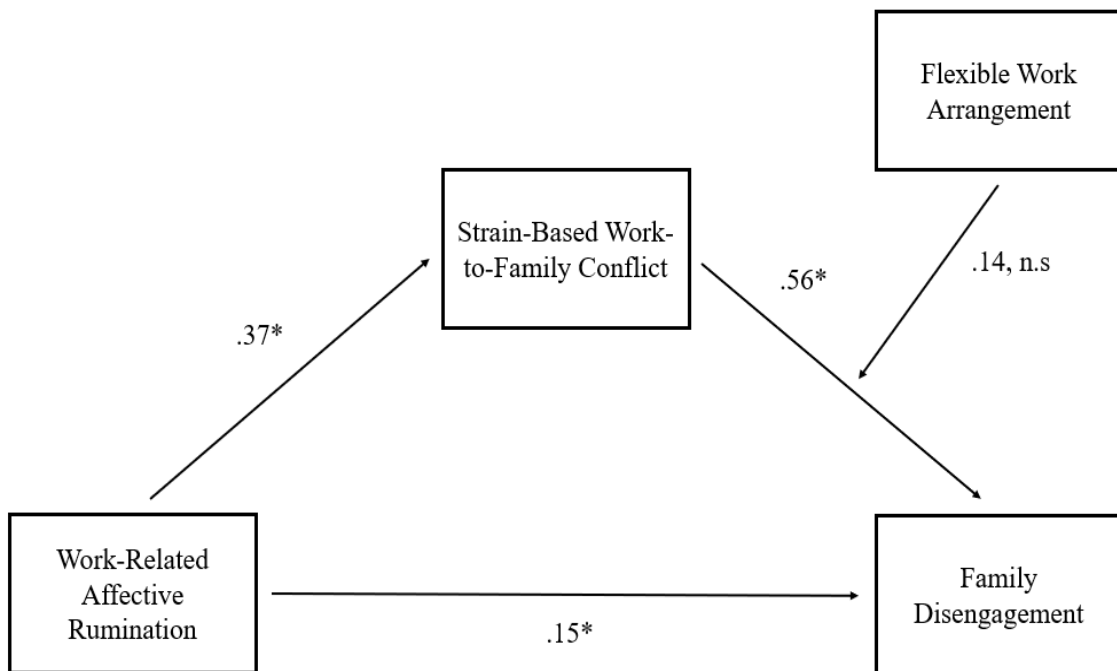
Results

I analyzed the data utilizing the moderated-mediation macro model 14 for SPSS developed by Preacher, Rucker, and Hayes (2007). The model 14 macro enables one to use SPSS and ordinary least squares regression (OLS) to examine the conditional indirect effect of a predictor on an outcome variable via a mediator, where the indirect effect of a predictor on the outcome via the mediator is dependent on the level of a moderating variable (Preacher, Rucker, & Hayes, 2007). Following recommendations for smaller samples (Preacher et al., 2007), bootstrapped estimates of the conditional indirect effects based on 5,000 samples were derived. Variables were centered to ease interpretation of the results and reduce any possible multicollinearity. Theoretically, marital status, gender, and presence of children in the household will influence the relationships of interest. In

addition, I examined other potential control variables using zero-order bivariate correlations. Analyses indicated that both age and schedule control should also be controlled for in substantive analyses. A correlation matrix is displayed in Appendix B.

Employees who engaged in work-related affective rumination reported more strain-based work-to-family conflict, $\beta = .37$, $t(134) = 8.09$, $p < .001$, supporting Hypothesis 1, while employees who reported more strain-based work-to-family conflict reported higher perceptions of family disengagement, $\beta = .56$, $t(134) = 7.65$, $p < .001$, supporting Hypothesis 2. Furthermore, the direct path from work-related affective rumination to family disengagement was significant, $\beta = .15$, $t(134) = 3.03$, $p < .001$, supporting Hypothesis 3. Additionally, the indirect effect from work-related affective rumination to family disengagement through strain-based work-to-family conflict was significant (standardized indirect effect = .14, 95% CI = [0.05, 0.23]), supporting a partial mediation for Hypothesis 4. Please see Figure 2 for the model analysis results.

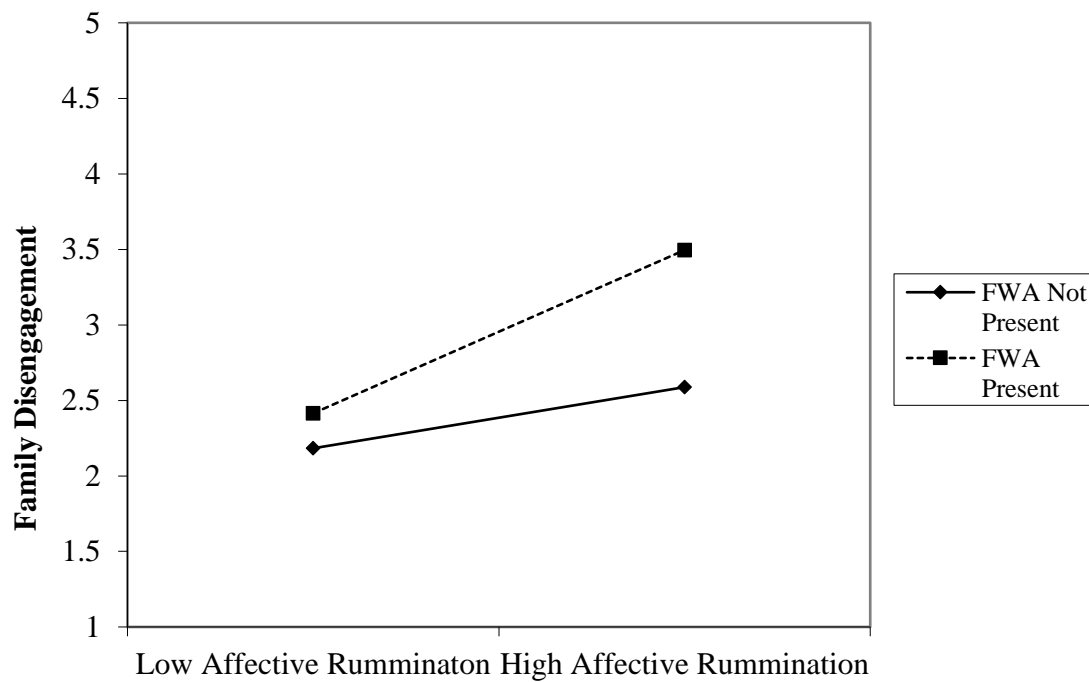
Figure 2. Tested Model



Note. figure shows β weights; * = significant at $p < .05$; n.s = not significant

Finally, the ability to use flexible work arrangements did not significantly moderate the effect of strain-based work-to-family conflict on family disengagement, $\beta = .20$, $t(134) = 1.70$, $p = .09$. The conditional indirect effect was marginally significant (indirect effect = .07, (95% CI = -0.01, 0.07), but still not fully supporting Hypothesis 5. This marginal effect suggests that employees perceive more disengagement with family when experiencing higher perceived strain-based work-to-family conflict and when a flexible work arrangement *is available*. An examination of the conditional effects of strain-based work-to-family conflict at high and low values of flexible work arrangements indicated that the slopes are significant when no flexible work arrangement is present ($t = 5.70$, $p < .001$), as well as when a flexible work arrangement is present ($t = 7.04$, $p < .001$). Please see Figure 3 for a plot of the interaction effect.

Figure 3. Moderating Effect of Flexible Work Arrangements



Supplemental Analyses

I examined the hypothesized model excluding covariates as a supplemental analysis. Results indicated that a similar pattern of relationships. Not including covariates in the analysis slightly raised the significance of the interaction effect of flexible work arrangements and strain-based work-to-family conflict on family disengagement, $\beta = .20$, $t(134) = 1.78$, $p = .08$. Additional supplemental analyses showed that, although approaching significance, there was an interaction effect for gender. Men had a stronger effect on the hypothesized model ($\beta = .30$, $t(88) = 1.90$, $p = .06$) than women ($\beta = .13$, $t(51) = .69$, $p = .49$). A final supplemental analysis was conducted to determine if using time-based work-to-family conflict rather than the strain-based work-to-family conflict would yield a similar pattern of results. The interaction effect of flexible work arrangements and time-based work-to-family conflict on family disengagement was significant ($\beta = .30$, $t(134) = 2.35$, $p = .02$).

Discussion

I sought to examine the role of work-related cognitions in the work-to-home spillover process that may influence employees' detaching from their home lives. I posited that resources at the organizational level may buffer this relationship. My findings indicate that employees' negative, perseverative thinking about work, influences their disengagement from their family roles, and this relationship is facilitated by perceptions of strain-based work-to-family conflict. These findings provide further evidence of numerous and harmful effects employees face due to the stress they encounter at work. Additional research should continue to investigate more variables that may play a part in the spillover process.

Contrary to my hypotheses, the use of flexible work arrangements as an organizational resource did not significantly buffer the negative effects associated with strain-based work-to-family conflict. A possible explanation for the nonsignificant findings could be the measures used. The measure for flexible work arrangements was dichotomous, either employees had a flexible arrangement, or they didn't. This doesn't take into account employee's perceptions and feelings towards using flexible arrangements or the potential variety in flexible arrangements.

Furthermore, although the use of flexible work arrangements as an organizational resource moderating the relationship between strain-based work-to-family conflict and family disengagement was not significant, results showed that the relationship between strain-based work-to-family conflict and family disengagement had a moderately positive effect. This suggests that employees may be utilizing the ability to alter their working times as a means to facilitate more time spent at work or on work. This idea contributes to the notion that overwork is an epidemic and is detracting from family life. Families offer employees a means of disengaging with work; however organizational policies that are meant to help with this disengagement, actually hinder family relationships due to the utilization of the organizational policies, which may shed light on the potential "dark side" of flexible work arrangements. More research is needed to truly determine if flexible work arrangements can impact the effects of work-to-family conflict, and if so, if the interaction proves beneficial or detrimental to employees utilizing flexible work arrangement policies.

The supplemental analyses conducted had a few interesting results, first, the interaction effects were greater for men than women, potentially giving insight as to the

mental capacity, buffering methods, or even responsibilities men hold over women. It is also important to note that older employees experienced less disengagement and more flexibility in their schedules. Additionally, older employees and those who perceived to have control over their schedules, experienced less disengagement. It seems that individual differences as well as all perceptions in one's schedule play a strong role in disengaging with one's family. Research should continue to investigate why as well as solutions to control for these individual differences. In addition, I examined the influence of time-based work-to-family conflict as a variable that may influence family disengagement. Results indicated that the interaction effect of flexible work arrangements moderating the effects of time-based work-to-family conflict mediating work-related affective rumination and family disengagement was significant. A potential explanation for the difference in results of time-based work-to-family conflict compared with strain-based work-to-family conflict and their relationship with flexible work arrangements is that the strain employees face leads them to spend more time at work, which causes conflict and disengagement.

This study makes several contributions to the extant literature on spillover. First, I extend the resource drain model in understanding why negative cognitions about work are associated with the disengagement from one's family by employees. While there is research on the benefits of psychological disengagement from work (e.g., Hecht & McCarthy, 2010; Sonnentag & Fritz, 2007), the notion that the inability to psychologically disengage from work detracts negatively from one's family domain through the psychological disengagement from family has yet to be examined. Researchers now have further insight as to the spillover mechanisms that may transmit

work experiences into an employee's home domain. Additionally, my study incorporates the investigation of organization-provided resources (i.e., FWAs) as a moderating mechanism that may alleviate the negative spillover between affective, work-related cognitions and family disengagement.

Strengths and Limitations

There were a few limitations with this study. First, as this is non-experimental research and data were collected through MTurk, I am unable to control for sampling error and environmental influences, and therefore, my results may be impacted with reduced external validity; however, there are benefits to collecting data online such as standardization, replicability, and lack of researcher error or bias, which increases internal validity. One specific issue found with the population is the lack of diversity. The population was primarily Caucasian and male; thus, the data may not be representative of or generalizable to other ethnicities or women. Furthermore, the sample size was relatively small, again, potentially impacting the generalizability of the results; however, the analysis included a bootstrap method in order to account for the small sample size. Another issue is that the measures were all self-report. There is always the risk that participants are untruthful in responding to questionnaires, which would further impact the results. Finally, the data were previously collected and not initially intended for the present study. This may have impacted my results due to the differing circumstances, the inability to control for issues concerning this specific research, and I could potentially have utilized more appropriate measures.

Practical Implications and Future Research

Results from this research indicate that work-related affective rumination impairs employees' abilities to engage with their family lives through the influence of strain-based work-to-family conflict; however this information has the potential to help organizations better understand how ruminating on work-related issues may influence the conflict employees feel between their work and family domains. Although I did not find a buffering effect of flexible work arrangements on family disengagement, future research should continue to examine the mitigating effects of alternate resources within the spillover process. Future research may investigate how employees can better cope with work-related stressors to minimize ruminative thoughts as well as the negative spillover to the family domain that ensues. It is imperative to better understand how organizational policies that are implemented to help employees better manage their work and home roles may actually facilitate negative, rather than positive, home and work-related outcomes for employees. For example, are employees utilizing flexibility policies as a means of facilitating overwork, which then detracts from their home lives?

Future research should continue to measure flexible work arrangements. There is more to FWAs than an employee's perception on whether they either can or can't adjust their work hours. Additional measures to incorporate consist of if there is an official policy in place, perceptions of the acceptability of utilizing the policies, and if and how often policies are used. Furthermore, we need to examine other flexibility policies, rather than just the ability to alter start and end times, that may help employees better manage their work and home roles. For example, job sharing, reduced work weeks, and telecommuting may be more conducive to facilitating employees' disengagement from work and full engagement with their families and non-work responsibilities. Additional

family-friendly policies include family leave (e.g., maternal leave, paternal leave, leave to care for seriously ill family members), dependent-care assistance (e.g., on-site day care for children, voucher or direct subsidies for child care, elder care, and child care referral services), and general resource services (e.g., employee assistance programs, work family seminars, programs for teenage children of employees; Frone, 2003). Flexible work arrangements are multidimensional, and research should recognize that and attempt to properly measure it in order to drive more data-driven solutions for employees as they seek to manage their work and home domains.

Although this research adds to the knowledge of spillover from an employees work to home lives, there are still questions left to answer. For instance, while this research supports the influence that work can have on the detachment from one's family as a means of avoidance coping, other factors likely influence the spillover of work into one's home domain. I examined negative work-related cognitions but did not examine the work-related experiences that influence employees' work-related affective rumination. For example, experiencing incivility that emanates from ones' coworkers or supervisors may drive employees' negative, perseverative cognitions. Alternatively, job demands, such as work interruptions and time pressures may also be influencing employees' work-related negative cognitions that then spill over into their home domains. Therefore, future research should seek to understand the work processes that are influencing employees' work-related affective rumination, which can help organizations tailor interventions that can alleviate the spillover of work into employees' home domain.

Conclusion

Utilizing spillover theory, and integrating depletion models, our results support the influence of work on employees' perceptions that they disengage from their family roles. While research supports that detachment from work is a vital recovery experience that can alleviate spillover (e.g., Sonnentag & Fritz, 2007), detachment from one's family role (i.e., family disengagement) may result in negative individual and organizational outcomes over time. As a process that is driven by negative, perseverative thinking about work, family disengagement may be associated with the development of chronic work-induced affective and strain outcomes over time (i.e., burnout). Moreover, rather than facilitating the management of employees work and family roles, the ability for employees to alter their working time helped to exacerbate work-related negative spillover into the home domain signaling that more research is needed to examine the effectiveness of organizational policies in employee management of their work-life domains. Understanding the processes that facilitate negative spillover and the resources that may buffer negative spillover is necessary to our understanding and being able to assist organizations in helping their employees lead healthier lives.

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APPENDIX A

Survey Codebook

Work-Related Affective Rumination (4)		
REFERENCE: Cropley, M., Michalianou, G., Pravettoni, G., & Millward, L.J. (2008). The relation of post-work ruminative thinking with eating behavior. <i>Stress and Health</i> , 28, 23-30.		
INSTRUCTIONS: Please think about your typical commute home and indicate the following.		
Var. Name	Question	Response scale
Aff_Rum1	I am annoyed by thinking about work-related issues.	0 = no 1 = yes
Aff_Rum2	I am irritated by work-related issues.	
Aff_Rum3	I become fatigued by thinking about work-related issues.	
Aff_Rum4	I am troubled by work-related issues.	
Family Disengagement (3)		
REFERENCE: Anna Banana.		
INSTRUCTIONS: Please think about the time you spend with your family and indicate your response to the following:		
Var. Name		Response Scale
FamDis1	I have a hard time forgetting about work	1 = strongly disagree 2 = disagree 3 = neutral 4 = agree 5 = strongly agree
FamDis2	I often think about work	
FamDis3	I am easily distracted by work	
Strain-Based Work-to-Family Conflict (3)		
REFERENCE: Carlson, D., Kacmar, K.M., & Williams, L. (2000). Construction and initial validation of a multidimensional measure of work-family conflict. <i>Journal of Vocational Behavior</i> , 56, 249-276.		
INSTRUCTIONS: How often have you experienced each of the situations listed below in the PAST MONTH?		
<i>Work is defined as any activity related to your job, including the time you spend at your work site, commuting, and working while at home.</i>		
Var. Name	Question	Response Scale

WFC4	When I get home from work I am too frazzled to participate in family activities/responsibilities.	1 = never
WFC5	I am so emotionally drained when I get home from work that it prevents me from contributing to my family.	2 = rarely
WFC6	Due to all the pressures at work, when I come home I am too stressed to do the things I enjoy.	3 = sometimes
Flexible Work Arrangements (1)		
REFERENCE: Thomas & Ganster (1995)		
INSTRUCTIONS: Please respond to the following:		
Var. Name	Question	Response Scale
FlexTime2	“Are you allowed to choose your own starting and quitting times within some range of hours?”	4 = often 5 = a great deal
		0 = no 1 = yes

APPENDIX B

Correlations, Means, and Standard Deviations

Measure	1	2	3	4	5	6	7	8	9	<i>M</i>	<i>SD</i>
1. Age	-									33.66	9.14
2. Marital Status	.39 *	-								.61	.49
3. Children	.08	.35 *	-							.57	.98
4. Gender	.15	.09	.00	-						.37	.49
5. Schedule Control	.17	.03	.03	-.10	-					2.11	.98
6. Family Disengagement	-.20 *	.02	-.10	.02	-.26 *	-				3.08	.89
7. Work-to-Family Conflict	.02	.03	.04	.13	-.10	.55 *	-			2.35	1.13
8. Affective Rumination	-.04	-.01	.05	.04	-.12	.64 *	.58 *	-		1.79	1.74
9. FWA	.23 *	.15	-.02	-.09	-.09	-.09	.05	.00	-	.36	.48

Note. N = 142; * = significant at $p < .05$; FWA = Flexible Work Arrangement; Gender: 0 = Men, 1 = Women; Marital Status: 0 = Single, 1 = Married, Widowed, Divorced, and Living with partner