

## COMBINING WORK AND FAMILY

### Reference

Marshall, N. L., & Barnett, R. C. (1993). Work-family strains and gains among two-earner couples. *Journal of Community Psychology, 21*, 64-78.

### Description

*Combining Work and Family* is a 21-item adaptation of four scales described in Marshall & Barnett (1993): work-parenting strains, work-family strains, work-parenting gains (benefits), and work-family gains. The measure taps both positive and negative consequences of combining employment and family life. Each item is rated on a 4-point scale ranging from 1 = *not at all true* to 4 = *very true*; or 1 = *never*, 4 = *very often*. Scores are computed for work-family strains, work-family gains, spillover from the family role to the work role, and spillover from work to home.

### Administration: 54 months, Grade 1

This measure was administered to employed mothers at 54 months ( $n = 73$ ) during the common protocol lab visit, and to both employed mothers ( $n = 87$ ) and employed fathers/partners ( $n = 72$ ) at a site-specific home visit during Grade 1. It also was administered as part of the common protocol to mothers at 6, 15, & 36 months, and Grades 3 & 5; and to fathers/partners at 6, 15, 24, & 36 months, and Grade 5.

### Scoring: NICHD Study of Early Child Care & Youth Development

#### Home Interferes with Work

Mean of 5 items: 7, 8, 9, 10, 11. A higher score indicates that family concerns interfere with work.

Mother report, 54 months = **M54WFHIW**  
 $N = 73, M = 1.60, SD = 0.49, \text{range} = 1-3.80, \alpha = .60$

Mother report, Grade 1 = **MG1WFHIW**  
 $N = 87, M = 1.60, SD = 0.51, \text{range} = 1-3.40, \alpha = .70$

Father/partner report, Grade 1 = **FG1WFHIW**  
 $N = 72, M = 1.58, SD = 0.50, \text{range} = 1-3.60, \alpha = .73$

#### Work Interferes with Family

Mean of 6 items: 1, 2, 3, 4, 5, 6. A higher score indicates that work causes strains on family life.

Mother report, 54 months = **M54FWFIF**  
 $N = 73, M = 1.97, SD = 0.69, \text{range} = 1-3.83, \alpha = .89$

Mother report, Grade 1 = **MG1FWFIF**  
 $N = 87, M = 2.17, SD = 0.73, \text{range} = 1-4, \alpha = .90$

Father/partner report, Grade 1 = **FG1FWFIF**  
 $N = 72, M = 2.07, SD = 0.71, \text{range} = 1-3.83, \alpha = .89$

#### Strains from Work and Family

Mean of items 1-13. A higher score indicates more difficulties associated with combining work and family.

Mother report, 54 months = **M54WFSTR**  
*N* = 73, *M* = 1.87, *SD* = 0.53, range = 1-3.85,  $\alpha$  = .89

Mother report, Grade 1 = **MG1WFSTR**  
*N* = 87, *M* = 1.96, *SD* = 0.56, range = 1-3.62,  $\alpha$  = .90

Father/partner report, Grade 1 = **FG1WFSTR**  
*N* = 72, *M* = 1.90, *SD* = 0.53, range = 1-3.15,  $\alpha$  = .89

Gains from Work and Family

Mean of 8 items: 14-21. A higher score indicates more benefits associated with combining work and family.

Mother report, 54 months = **M54WFGAI**  
*N* = 71, *M* = 2.66, *SD* = 0.71, range = 1-4,  $\alpha$  = .91

Mother report, Grade 1 = **MG1WFGAI**  
*N* = 87, *M* = 2.70, *SD* = 0.69, range = 1.13-4.00,  $\alpha$  = .90

Father/partner report, Grade 1 = **FG1WFGAI**  
*N* = 71, *M* = 2.80, *SD* = 0.60, range = 1.63-4,  $\alpha$  = .86

Total Gains/Strains

Computed by subtracting the Gains from Work and Family score from the Strains from Work and Family score. A higher positive score indicates greater work-family strains, whereas a greater negative score indicates that the gains, or benefits from working, outweigh the strains.

Mother report, 54 months = **M54WFTOT**  
*N* = 71, *M* = -.80, *SD* = 0.96, range = -2.46-2.60,  $\alpha$  = .88

Mother report, Grade 1 = **MG1WFTOT**  
*N* = 87, *M* = -.74, *SD* = 0.98, range = -2.62-1.74,  $\alpha$  = .89

Father/partner report, Grade 1 = **FG1WFTOT**  
*N* = 71, *M* = -.91, *SD* = 0.87, range = -2.88-1.17,  $\alpha$  = .87

**Analysis Data Sets**

54 months: SS54MO

Grade 1: SSG1

**Raw Data Sets**

Mother report, 54 months: M54WF

Mother report, Grade 1: M1GWF

Father/partner report, Grade 1: F1GWF