Relationships Among Employment Factors and Partners’ Well-being During Predeployment

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Introduction

• Predeployment period predictive of reintegration well-being (Sandweiss et al., 2011; Wright et al., 2011)

• Ecological approach: Occupational lives of partners?
  – Work-family conflict predictive of psychological distress, well-being, and health (Amstad et al., 2011)
  – Time when mental health may already be compromised (Mansfield et al., 2010)
  – Utilize theories of role strain (Goode, 1960), work-family conflict (Greenhaus & Buetell, 1985), and role enhancement (Mulvaney et al., 2011) for prediction
Methods

- **Participants**: Employed partners of deploying National Guard members (N=187)
- **Procedures**: In-home interviews
- **Measures**
  - Depressive symptoms *(CES-D 10; Andresen et al., 1994)*,
  - Work-family Interference, job satisfaction, work overload *(NSCW, 2008)*
Conceptual Model

Job Satisfaction

Work-family interference

Work Overload

Depressive Symptoms
Results

Fit Indices:
\[ \chi^2 (1) = 1.19, \, p = .28 \]
CFI = 1.00
NFI = .99
RMSEA = .03

Controls regressed on all endogenous variables: # of children in home, # of years in relationship
Discussion

• Job satisfaction unrelated to well-being, similar to past research (Munir et al., 2012)

• Work overload and work-family interference were both directly related to well-being

• Work-family interference partially mediates relationship between overload and well-being

• Contrary to past research, work overload more robust than work-family interference (Hughes and Park, 2007)
Discussion Questions

• Why do you think work overload was a more robust predictor of well-being than work-family interference in this sample?

• What evidence does this model provide for perspectives of role strain and role enhancement?