



Work-nonwork gains

An approach to understand the spillover effects from work to private life settings with focus on volunteering activities

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Background: Interaction of work & personal life setting

Sociodemographic changes

changed roles, individualization value shift from work to leisure, increased female labor participation

Technological innovations (internet, email, cell phones etc.)

(nearly) permanent reachability, blurred boundaries between work and private life

Increased globalization, global competition

changed expectations on organizations and employees (flexibility, mobility)



Active participation in several life domains / **blurred boundaries**



Negative Spillover (conflict), but also **positive spillover** (enrichment)
between life domains



Spillover effects from work to private life

Negative spillover effects (conflict)

occur when experiences and emotions at work negatively impact behaviour and emotion in private life

(“struggling at work, fighting at home”)

e.g. „Wegen all der Belastungen bei der Arbeit bin ich manchmal, wenn ich von der Arbeit nach Hause komme, zu gestresst, um Dinge zu tun, die ich gerne tue.“

Positive spillover effects (enrichment)

occur when experiences and emotions at work positively impact behaviour and emotion in private life

(“a good day at work makes a pleasant evening at home”)

e.g. „Wenn ich einen guten Tag bei der Arbeit habe, bin ich ein angenehmerer Mitmensch in meinem Privatleben.“



Overall measure for both spillover effects

«**WORK-NONWORK GAINS**»

Measure combining both negative and positive
spillover from work to private life

[WORK-NONWORK GAINS = enrichment minus conflict]

HIGH GAIN = more enrichment than conflicts
between work & private life

LOW GAIN = more conflicts than enrichment
between work & private life



Study foci

1) Well-being at work -> Work-nonwork gains

Are exhaustion and engagement at work associated with work-nonwork gains?

2) Work-nonwork gains -> Private life (volunteering)

Are work-nonwork gains associated with private life activities, here: with volunteering activities



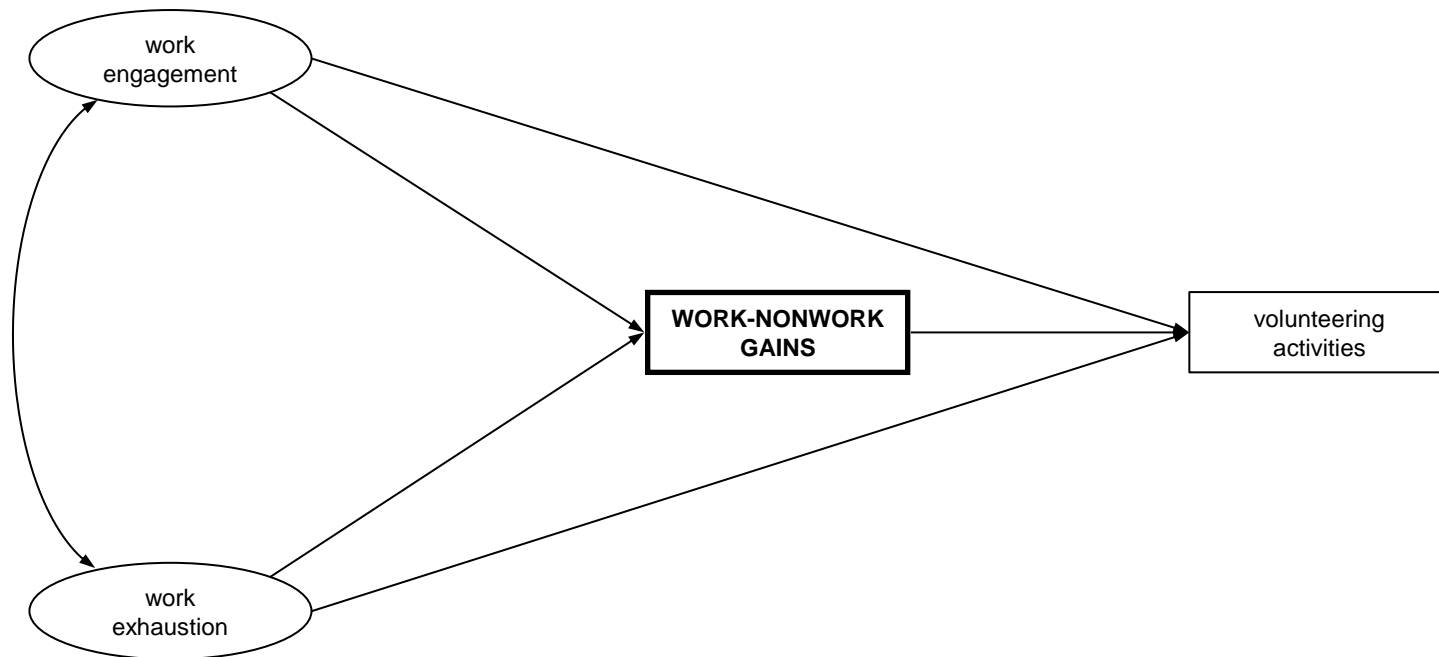
Why volunteering activities as outcome of work-nonwork gain?

- **Volunteering activities** are defined as activities in which time is given freely to benefit another person, group, or organization. Wilson, 2000
- Volunteering activities as backbone of the **civil society**
- **Up to one third of the population** (D, CH) is actively participating in volunteering activities
- **High political interest:** Several expectations varying from cost saving in welfare system to enhancing democratic ways of influencing public concerns
- Volunteer work as unique activity/special role of great importance within **individual's** nonwork life



Research model

Investigation of well-being at work, work-nonwork gains and volunteering activities.



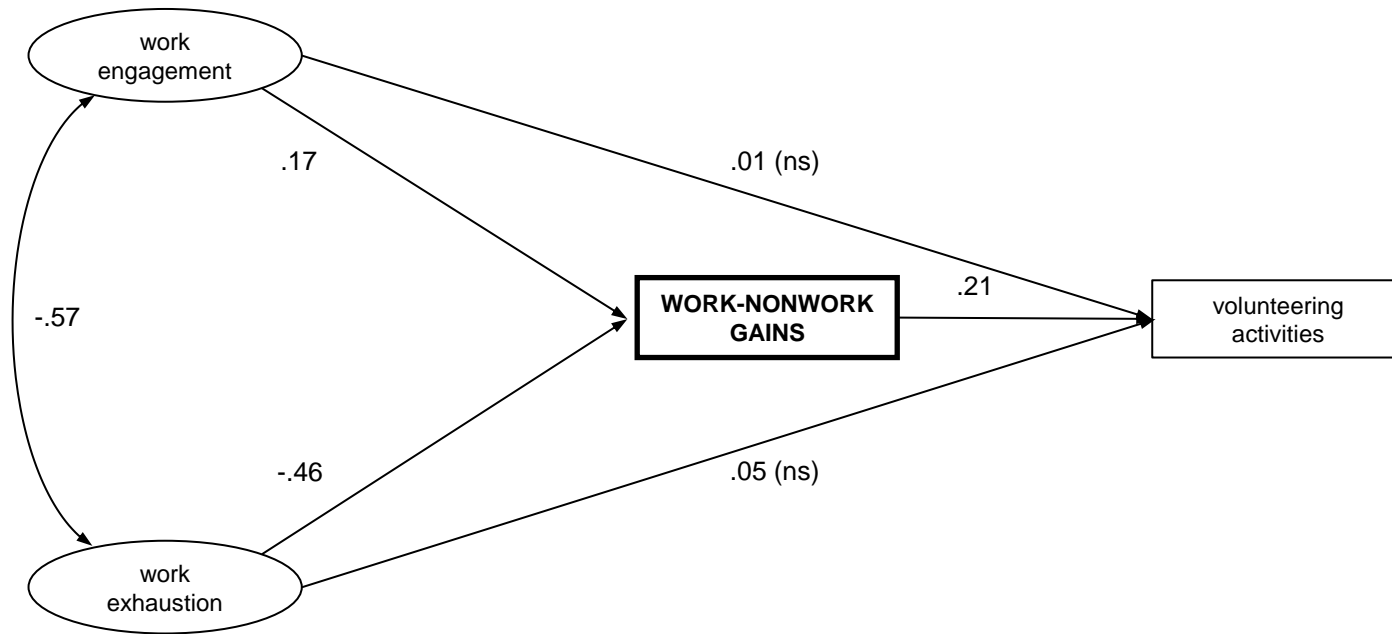


Study

- Study design: Cross-sectional questionnaire survey (conducted in 2010)
- Workforce of 4 small/medium to large-sized organizations of the industrial sector
- N = **2,014** (construction industry: 4.4%; machine industry: 8.6%; knife manufacturer: 19.3%; chemicals/biotech: 67.6%)
- Response rate: 49%
- Average age: 41.8y (SD=12.00); Female/male: 13.7%/86.3%
- 74% are volunteers (including those who volunteer only rarely)
- Measures:
 - **Work engagement** (UWES), **Exhaustion** (CBI)
 - **Work-nonwork enrichment** (Wayne et al. 2004); **Work-nonwork conflict** (Carlson et al. 2000)
 - **Volunteering activities** (single item; self-developed: 0 = never, 1 = almost never, 2 = several times/year, 3 = 1-3 times/month, 4 = weekly, 5 = several times/month, 6 = daily)



Results – Structural equation modeling



bootstrap procedures (Preacher & Hayes, 2004)
indirect effects between well-being at work and volunteering activities via work-nonwork gains

CFI = .95; RMSEA = .07; NFI = .94; TLI = .91



Summary

- Well-being at work (in particular exhaustion) predicts work-nonwork gains
- Work-nonwork gains predict volunteering activities
→ the more work-nonwork gains the more frequently someone is engaged in volunteering activities
- Indirect effect of well-being at work on volunteering activities via work-nonwork gains
→ The better employees are feeling at work, the better they are able to integrate their work and their home lives and, as a result, the more frequently they engage in voluntary work
- Study contributes to public health research by showing and understanding how well-being at the work influences other life settings incl. important societal activities such as volunteering



Thank you for your attention!

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