Note: Page numbers followed by "n" with numbers indicate notes.

Academia	professional or social isolation,
double minority in, 178–179	168–172
gender and intersectionality in,	race and ethnicity in academia,
161–162	159–160
parenting in, 162–164	Basic Competence Test (BCT), 81,
race and ethnicity in, 159–160	94–97, 101 <i>n</i> 5
Academic literature, 40	Bayesian approach, 195
Academy Awards, 268, 269	Behavior-based conflict, 31
Academy of Motion Picture Arts	Behavioral scholarship, 212
and Sciences (AMPAS),	Binary logistic regression results, 233–235
268–270	Bioecological theory, 109, 113, 124
Adolescent children, 80	Biogenetic factors, 63
"Adult worker" formulation, 43	Bivariate tests, 216
Affluent mothers, 5	Black scholars, 159
Age, 118	Blind Side, The (Fleeman), 269
old illegitimacy arguments, 43-44	Bootstrap method, 202n5
Andrés Manuel López Obrador, 202n2	Breadwinner model, 28
Arranging shift work around family	British Social Attitudes Surveys, 56n1
care, 148–149	
selected coefficients from regression	Career, 307
analysis, 150	adaptability, 295
Audit trails, 252	development, 295–296
Austrian family policy, 213	dynamics within couple, 267
Availability, 63	identity, 295
Average variance explained (AVE),	Career achievement, 270, 284
197, 199	correlations among study
	variables, 275
Balance strategies	Cox regression, 279–280, 281
children and familial responsibilities	data, 269–270
exacerbate racial workplace	descriptive statistics, 273–274, 277
challenges, 167–168	and divorce, 264
data and methodology, 164–166	empirical strategy, 272–273
findings, 166	exceptional career success, 282
gender and intersectionality in	gender hierarchy, 282–283
academia, 160–162	gender ignorance, 277–278
modify work behavior, 172–177	effect of gender roles, 283–284
mothers/fathers in sample, 181	means of nominees and winner
parenting in academia, 162–164	attributes, 276

measures, 270–272	Conceptual model, 122, 353, 359
relationship with, 264–265	"Concerted cultivation", 89
research setting, 268–269	Confidence set analysis, 356–357
robustness checks and additional	Confirmability, 301
analyses, 280–282	Confirmatory factor analysis
women, 263–264	(CFA), 198
women, career success, and	Contemporary families, 368–370
divorce, 265–268	Control variables, 93–94, 122, 333
Caregiving, 139	Convergent validity, 197
Careworkers, 246	Coping strategies, 212
Central interaction hypotheses, 334	Covariates, 139–140
Child well-being, 63	Credibility, 301
child outcomes, 64	Critical voices, 25, 202n1
determinants of father-infant	Cross-sectional data set, 331
engagement, 64	Cultural capital, 47, 51
work context, 64–65	Cultural political economy of welfare
Child(ren), 87, 96, 115, 158, 167–168, 271	disgust, 44, 53
academic performance, 81	Cultural taxation, 160, 178
achievement, 8–9	Cultural work–family support in
characteristics, 9	workplaces, 325
child-first parenting styles, 366	Culturally "de-legitimated" maternal
cognitive skills, 9	identity, 47
educational process, 81	3,
family context, 84–86	Data analysis, 251
mathematical skills, 8–9	Data clouds, 324
outcomes, 64	Defamilization, 26–27
reading skills, 8	"Deficit parents", 40
school involvement, 83–84	"Degendering", 27
school selection, 82–83	Demand characteristics, 113
Childcare	Demand-Resources framework, 211, 212
demands, 6	Demographic(s), 354–355
facilities, 26	changes in United States, 226
Chronic illness, 190	distribution, 251
Class impact on work/family balance, 53	shifts, 211
Cluster randomized controlled	Dependability, 301
study, 68	Descriptive statistics, 140–141
Commitment, 44, 65, 169, 228, 236,	from quantitative part, 197–199
294, 295, 306, 315, 327–330	"Detached concern" model, 260
Commonality (see Average variance	Diabetes (see also Work-family
explained (AVE))	conflict (WFC)), 186, 190
Comparative Analysis of Social	average schooling of population, 207
Mobility in Industrial	batteries questions in
Nations (CASMIN), 332	questionnaire, 205–206
Composite reliability, 198	discriminant validity, 200–201
Computer-assisted telephone	quali-quanti approach in parallel,
interviewing (CATI), 331	190–197

theoretical framework, 186–190	Empirical strategy, 272–273
validity and reliability, 199-200	Empirical studies, 3, 30–34
Diabetic Women (DW), 191, 192, 194	Employability, 295
Digital networks, 324	Employers, 111
Digital technology, 324	Employment
Direct maximum likelihood estimation	by location, 51
(direct ML estimation), 94	patterns of, 28–30
Discriminant validity, 197, 200-201	Employment, 292–293, 294, 318
Divergence, 267	employment-related variable, 230
Divorce, 270	full-time, 224
career achievement and, 264	measures, 231
explaining variability in, 266–268	status, 97–99
women, career success, and, 265-268	Engagement (see Interaction)
Double minority, 161–162	Ethnicity, 5
in academia, 178–179	in academia, 159–160
Double-bind syndrome, 161–162	Eurofound data analysis, 32
"Dual systems" feministstance, 54–55	European Quality of Life Survey
Dual-earner family, 101n4	(EQLS), 32
Dual-earner family, 80–81, 87, 92, 99	Evening shift work, 138
	Expectation violations, 270–271
Early home visiting services (EHV	
services), 68	Faculty of color, 158
ECLS-B (2001), 8	Faculty of color, 158–162, 164–168,
Ecological family system theory, 353	172, 178–180
Ecological framework, 133	Familial responsibilities
Economic changes in United States, 226	exacerbate racial workplace
Economy, 295	challenges, 167–168
Education, 85, 118, 230	Families and Work Institute, 229
by location, 51	Family, 125, 158, 366
Educational performance, 80–81, 86,	background, 89
89, 92, 99–100	context, 84–86, 294–296, 333
Efron method, 273	ecology theory, 353
Emancipatory processes, 25	income, 9
Emotion(al), 246	interpersonal context, 294
experiences, 248	life, 30–31
identification, 257–261	provision, 82, 84–86, 92–93
labor, 248, 249, 296	resources, 94–97
management, 248	responsibilities, 374
nursing role spillover due to	structure, 139
emotional labor, 253–256	Family policies
roles, and work-family spillover,	models, 27
250–251	role of cultural values and
Empathic role-taking	interaction with institutional
emotions, 250, 251, 258	dimension, 26–27
processes, 246	Family-to-work conflict, 108, 117
Empirical findings, 6	Family–work conflict (FWC), 350

Father engagement, 67–68, 70	outcomes, 224
child outcomes, 64	selectivity, 215
and child well-being, 63	work schedule and, 226–227
determinants of father–infant	Hermeneutic phenomenology,
engagement, 64	297–298
work context, 64–65	approach, 292
Fathers, 170–172, 175–177	coding protocol, 301
ethnicity, 93–94	High-demand workplace cultures, 325.
fathering behavior, 63	330, 333
Female (see also Low-income women	High-demand workplace cultures,
from family perspective),	328–330
139, 371	High-income countries (HICs), 210
in academia, 161–162	"Home provision", 85–86
academics, 163	Households, 210–212
faculty of color, 158, 164, 172	composition, 210, 216, 221
gainful employment, 26	Human behavior, 27
power, 40, 43	Human Intelligence Tasks (HITs), 372
Fixed-effects estimations, 333, 337	2
Flexicurity, 25	Ideal worker norm, 366
Force characteristics, 113	and contemporary families,
Fornell-Larker criterion (FL	368–370
criterion), 197, 200	methods, 371
"Frustrated worker", 51–52	personal support and perceived
Full-time	coworker support for,
employment, 224	371–372
maternal employment, 6	pluralistic ignorance and, 370
paid work, 28	sample, 372–373
	theoretical framework, 368
Gender, 88–89, 133, 237, 307, 352,	variables, 371
356, 357, 361	Inclusion criteria, 115–116, 164,
in academia, 161–162	298, 300
arrangement approach, 27	Individual
differences, 97–99, 228–229, 292	behavior, 247
hierarchy, 282–283	characteristics, 113
roles and marriage strain, 265–266	self-employed, 148
violence, 192, 195	Infants, 73
"Gender-balanced" couples, 88	characteristics, 64
"Gendered moral rationalities", 46, 54	young infants, 62
German work organizations, 325	Institut für Arbeitsmarkt und
"Good childhood", 26, 27, 35, 36	Berufsforschung (IAB), 331
	Institutional barriers and
Happenstance Learning Theory	opportunities, 63
(HLT), 293–294	Intensive work environment, 112, 117
Health, 210	Interaction, 63
inequity, 186	Interactionist approach, 247
mechanisms, 210–212	Interfamilial relationships, 187

International Social Survey Program	analysis, 46–47
(ISSP), 213	impact of class on work/family
Intersectionality in academia, 161–162	balance, 53
Intra-class correlation (ICC), 121	contrasts in mothers' employment
	situations between
Job, 307–308	locations, 50–52
autonomy, 332–333	findings, 47
demands-resources model, 326-327	lone motherhood through prism of
industry, 231	legitimacy, 44–45
satisfaction, 353	methods, 45
Journal of Salud Problema, 189	policy and discourse context, 41–44
	sample and data collection, 46
Labor market	work orientation and stigma
children through women's active	avoidance across sample,
participation in, 25–26	47–50
strategy for mutual investment in	Loss and work, 312–314
women, 25–26	Low-income women from family
Latin American Social Medicine	perspective
Association (ALAMES),	critical theorizing, 316–317
187–188	data analysis, 301
Lead teacher system in Taiwan, 84	data collection, 300
Learning materials, 7	emergent categories and themes,
Legitimacy, lone motherhood through	302–303
prism of, 44–45	employment, 292–293
Legitimacy/de-legitimation dialectic, 41	hermeneutic phenomenology study
"Legitimate" citizenship, 41	297–299
"Legitimate" maternal identity, 48	implications, 317–318
"Let's Tell Stories" subset of PreLAS	lack of intentional career, 315
2000, 9	limitations, 318–319
Life satisfaction, 137–138, 145–147	loss, resilience and work, 312–314
"Life style" approach, 186, 190	motherhood and work, 310–312
Lifeworlds, 292, 298, 317	purpose to work, 303–306
Likelihood ratio test (LR test), 231,	results, 302–314
357	self-as-researcher, 300–301
Linear growth variable, 118	theoretical perspective, 293–294
Linear mixed effect modeling, 356	work, 306–310
Linked Employer–employee Panel	work and family context, 294–296
Survey (LEEP-B3), 325, 331	work and low-income women,
Lived body, 292, 317	296–297
Lived relationships, 292, 302, 317	Loyalty, 327
Lived space, 292, 317	M '4 1 14' 1' 226 227
lme4 package, 356, 357	Marital relationship, 236–237
ImerTest package, 356, 357	Marital resource model, 225
Lone motherhood through prism of	Marital status, 118, 230, 237
legitimacy, 44–45	nonstandard work and health
Lone mothers' negotiation	across, 227–228

Market	Motivation for night work
citizenship, 42–43	(see also Nonstandard
transformation, 187	work schedule)
Marriage	analysis plan, 140
gender roles and marriage strain,	impact of arranging shift work
265–266	around family care,
married nonstandard shift workers,	148–149, 150
226, 227–228	covariates, 139–140
married people, 236	data source, 136-137
social integration across, 225–226	descriptive statistics, 140–141
Maternal employment, 80–81,	evening and night shift work, 138
108–109	family structure, 139
effects on children, 2	measures, 137
Maternal full-time employment, 2	method, 136
Mean-time well-being, 189	present study, 135-136
Mechanical Turk (MTurk), 372	reasons for work schedule, 139
Mediation models, 71	results, 140, 142-145, 145-147
Memo-writing, 253	robustness checks, 148
Meso-systems, 352	schedule motivation among shift
linkage, 81	workers, 134–135
Mexican labor market, 186	selected coefficients from regression
Mexican neoliberal model, 189	analysis, 155–156
Microsystems, 352	shift work and well-being, 133-134
Midpoint translation, 9	theoretical overview, 133
Midwestern integrated	worker well-being, 137–138
cooperative, 115	Multi-faceted household dependency,
"Mixed methods research"	210, 220–222
approach, 190	baseline set of logistic
Mobile communication devices, 324	regressions, 217
Motherhood and work, 310–312	data and methods, 213-215
Motherhood myth, 89	distributions of harmonized
Motherhood pay penalty, 43	ISSP 2015 and GSS 2014
Mothers, 75, 111–112, 169–170,	variables, 216
172–175	distributions of variables, 215
age, 9	households, work-family conflict,
background characteristics, 9	and health mechanisms,
in couples with low level of	210–212
education, 29	hypotheses, 213
education, 9	logistic regressions predicting fair/
employment situations between	poor self-rated health,
locations, 50–52	218–219
partnership status, 9	work-family policy differences
race-ethnicity, 9	between countries, 212–213
time allocations, 6	Multilevel fixed-effects regression
of young children, 27	models, 344n1
"Motherwork". 296	Multilevel modeling, 118

Multiple imputation methods, 11 Nonstandard workers, 237 Multiple marginality, 161–162, Nuclear family model, 187 178-179 Null hypothesis significance testing Multiple mixed effect models, 356 (NHST), 94-95 Multiple work-related roles, 246 Nurses, 246, 248, 250 Multivariate analyses, 333-334 emotional identification, 257–262 Multivariate logistic regressions, 216-218 emotional labor and work-family spillover, 248-250 National Center for Education emotions, roles, and work-family Statistics, 8 spillover, 250-251 National Center for Health empathic role-taking processes, 246 Statistics, 132 exercising agency in attempt to National Health and Aging Study in reducing work-family Mexico (MHAS), 190 spillover, 256-257 National Study of the Changing findings, 253 Workforce (NSCW), 229 methods, 251-253 National Survey of Occupation and role spillover to emotional labor on Employment (ENOE), 186 job, 253–256 Neoliberal policies, 189 role theory and symbolic Neoliberal transformation, 189 interactionism, 247–248 Nested binary logistic regression NVivo coding process, 252 models, 231 Night shift work, 132-134, 138 "Off-shifting" couple, 132, 135 1979 National Longitudinal Survey of Ombudsman's study, 33 Youth (NLSY79), 4 "Ongoing, flexible role-related Non-for-profit agency, 115 negotiation", 67 Non-marital birth, 42 Ordinary-least-squares regression Nonstandard work schedule (see also (OLS regression), 10, 14–15, 140, 333, 379n3 Motivation for night work), Organization for Economic 111, 117, 224–225, 230, 238 analytic methods, 231 Co-operation and binary logistic regression results, Development (OECD), 190 233-235 Oscars, 264-265, 268, 272 data, 229-230 Overall life satisfaction, 136 descriptive statistics of study sample, 232-233 Panel Analysis of Intimate gender differences, 228–229 Relationships and Family interaction tests, 235-236 Dynamics (PAIR FAM), 353 Panel Study of Income Dynamics, 3 limitations, 237–238 marital relationship, 236-237 Parental involvement measures, 230-231 analytic strategies, 94 nonstandard work and health across and children's academic marital status, 227-228 performance, 81–86 control variables, 93-94 social integration across work and marriage, 225-226 data and sample, 90-92 work schedule and health, 226–227 determinants, 86

dual-earner family, 92 educational performance, 92 gender, 88–89 gender difference, 97–99 interplay between family resources,	Process–Person–Context–Time model (PPCT model), 110, 353 "Production", 186, 187, 189, 202n1 Professional achievement, 269, 282, 284
and BCT scores, 94–97 literature review, 81	Professional activity of women with
methods, 90	household responsibilities employment patterns and working
parental employment status, 86–88,	time distribution of
97–99	couples, 28–30
parental family involvement, 92-93	reconciling parenthood and
parental school involvement, 83, 92	professional work, 30–34
profile description, 94	Professional or social isolation, 168
research questions, 81	fathers, 170–172
results, 94	mothers, 169–170
variables, 92	Proximal processes, 110–111
Parenting/parental/parents, 87, 372	Proximate fame, 282
in academia, 162–164	Psychosocial ecological factors, 63
behaviors, 62	Public expenditure, 25
education, 89–90	
educational level, 93–94	Quadratic growth, 118
leave, 34	Quali-quanti approach, 190
Partnered fathers, 132–133	Monterrey (Nuevo León), 194
Partnered mothers, 140–141	qualitative phase, 191–193
Partnership status, 5–6	quantitative phase, 193
Peabody Picture Vocabulary Test-	SEM-PLS method, 195–197
Third Edition, 8	social process, 190–191
Peer-checking process, 301	Tuxtla Gutierrez (Chiapas), 193
Perceived coworker support, 371–372	Qualitative scholars, 135
Person-centered model, 295	Quality of life, 247
Personal Responsibility and Work	D 5 117
Opportunity Reconciliation	Race, 5, 117
Act (PRWORA), 295	in academia, 159–160
Personal support, 371–372	Racial battle fatigue, 160, 178
Phenomenological analysis, 292	"Recognition and resource allocation", 41–42
PLS approach, 195, 196, 198, 202 <i>n</i> 4	*
Poland, 24, 28	Reflexive bracketing, 301
Poland, 24, 28 full-time employment, 29	Registered nurses (RNs), 246 Regression models, 142
young people in, 31	Relationship
Policy and discourse context, 41–44	mediating and moderating, 215
Potential sandwich generation, 222 <i>n</i> 2	quality, 109, 117
PreLAS 2000, 8	satisfaction, 355
Preschool Comprehensive Test of	Relative career achievement, 271
Phonological and Print	Reliability, 199–200
Processing, 8	Reporting greater workaholism, 350
	1

"Representative voice" of people of	Shott's approach, 250–251
color, 160	"Single mums scrounging off the
Research productivity, 162–163	state", 40
Resilience and work, 312–314	Single-earner families, 80–81, 99
Resource characteristics, 113	Single-earner mother-headed
Responsibility, 63	families, 91
Restricted maximum likelihood	Single-parent families, 366
(REML), 118	Skills, 63
Rigid segregation, 172–173	cognitive, 9
Robust family policies, 212	mathematical, 8–9
Robustness checks, 148	reading, 8
Role balance theory, 63	Social and structural factors, 66
Role overload, 67	Social capital, 83, 190
Role stress theory, 67	Social changes, 34
Role theory, 247–248	Social citizenship, 42
emotions, work-family spillover	Social cohesion, 190, 199
and, 250–251	Social constructionism, 301
Role-enhancement theory, 249–250	Social control
Role-person merger, 247–248	of health behaviors, 225
Role-related attitudes and	theory, 83
behaviors, 246	Social Development Act, 190
Role-taking emotions, 248, 250	Social Diagnosis, 33
-	Social inclusion, 190
Sandwich generation, 211	Social integration across work and
Satterthwaite's method, 357	marriage, 225–226
Schedule motivation among shift	Social investment policy, 25–26
workers, 134–135	Social medicine, 187–189
Scholars, 178	Social mobility, 190
School involvement, 83–84, 99	Social patterns, 26
indicator, 92	Social phenomenon, 110, 186, 189
School selection, 82–83, 92–93, 99	Social statuses, 247
Self-as-researcher, 300–301	Social support, 236
Self-efficacy, 316	Social threat, 43
Self-employed individuals, 148	Social wellbeing, 195
Self-employment, 231	Social-contextual factor, 64–65
Self-rated health, 230, 237	Societal factors, 315
Self-rated health–family composition,	Socio-cultural context, 41
214	Socio-economic profiles, 50
SEM-CB, 195, 202n4	Sociodemographic variable, 230
Semi-structured interview protocol, 298	Socioeconomic factors, 297
question protocol, 300	Socioeconomic status (SES), 5,
Sensitivity analysis, 222n2, 345n2	139–140
Service economy, 224	Sociological imagination, 24
Sexual satisfaction, 355	Sociological reflection on
Shift work, 133	transformation of post-
and well-being, 133–134	industrial societies, 25

Spousal support, 111	<i>t</i> -tests, 101 <i>n</i> 5, 231
Stability in mothers' work hours, 3	"Tag-team" couple, 132
analytical plan, 10–11	Taiwan, 80
background characteristics relating	Taiwan Youth Project (TYP), 86
to, 4–6	Taiwanese educational system, 82
and children's achievement in	Telecommuting, 325
Kindergarten, 6–7, 13, 16	Telework, 324, 325
data, 8	correlations of main study
descriptive statistics for mothers'	variables, 336
work hours, 11	data and method, 330-334
during early childrearing years,	in dependence on work-family-
3–4, 11	supportive and high-demand
measures, 8–10	workplace cultures, 326–328
method, 8–11	ethical note, 331–332
multinomial logistic regression	means and SDs of study variables,
estimates, 12	335
present study, 7–8	measures, 332–333
weighted means for children's	results, 334–341
achievement and	work-family-supportive and high-
mothers' and children's	demand workplace cultures,
characteristics, 10	328–330
Stable full-time employment, 2	Telework#Colleague Support, 334
Standard errors, 333	Telework#High-demand workplace
Standard work schedules, 226, 230	culture, 334
Stigma avoidance across sample, 47–50	Telework#Supervisor support, 334
Stigmatization, 40	Time-based conflict, 31, 326
Strain-based conflict, 31, 326	Time-based work–family conflict, 332
Strain-based work–family conflict, 332	linear prediction, 338, 339
linear prediction, 339, 340	Time-invariant control, 271–272
Stress, 67–68, 70	Time-sensitive variables, 237
work–family, 64–65	Time-varying control, 271–272
Structural equation model, 196	Traditional role theory, 247
Structural equation model using	Transferability, 301
Partial Least Squares	Two-tiered approach, 315
method (SEM-PLS	
method), 193, 195-197	Universidad Autónoma Metropolitana-
bootstrap, 200	Xochimilco (UAM), 188
Student status, 231	US General Social Survey (GSS), 213
Subjective wellbeing, 189, 195, 196	• • • • • • • • • • • • • • • • • • • •
Supervisor support, 108–109	Validity, 199–200
Supplemental analyses, 379n2, 379n3	Victim-blaming, 66
Supports, 63	Violence, 193, 195
Symbolic interactionism (SI),	Vocation theories, 292, 293
247–248, 294	
Symbolic interactionist role	Welfare Reform Act, 43
theory, 250	Welfare regimes models, 26

Well-being, 210, 295	Work–family
child, 63–65	boundary, 30
mean-time, 189	domains, 292
shift work and, 133-134	enrichment, 65
worker, 137–138	policy differences between
Winner, 270	countries, 212–213
Women, 169, 172	scholars, 3
career success, and divorce, 265	stress, 64–65
employment, 3	Work–family balance (see also
explaining variability in divorce,	Work-life balance
266–268	(WLB)), 62, 65, 70, 213,
gender roles and marriage strain,	295
265–266	analysis, 70–71, 72
Work, 62, 186, 293, 306–310	child well-being, 63–65
context, 64–65	class on, 53
environment, 108-109	father engagement, 63–65, 70
and family context, 294–296	future directions, 75–76
flexibilization, 327	literature review, 63
loss, resilience and work, 312–314	measures, 69
and low-income women, 296–297	methods, 68
meaning, 394	procedure and instrument, 68
motherhood and, 310–312	results, 71–72
orientation and stigma avoidance	sample, 68, 69
across sample, 47–50	strengths and limitations, 74
purpose to, 303–306	stress, 70
satisfaction, 355, 360	stress, father engagement, and
social integration across, 225–226	work-family balance,
stress, 108–109	67–68
time, 231	theoretical framework, 63
values, 302, 306, 394	working status, 69
work-related emotional demands,	Work-family conflict (WFC), 31, 108,
248	116–117, 134, 136, 142–145,
work-related social functions, 169	187, 210–212, 295, 325, 326,
work-family-supportive cultures, 330	350, 351, 367
work-family-supportive workplace	age, 118
cultures, 328–330	analysis plan, 118–120
Work behavior modification, 172	correlations of main study
fathers, 175–177	variables, 336
mothers, 172–175	data and method, 330-334
Work schedule, 230	in dependence on work-family-
and health, 226–227	supportive and high-
reasons for, 139	demand workplace cultures,
Worker	326–328
citizenship, 44	discussion, 123-126
model of citizenship, 41–42	education, 118
well-being, 137–138	ethical note, 331–332

family-to-work conflict, 117	Work-life balance (WLB) (see also
intensive work environment, 117	Work–family balance), 316,
limitations, 126	350, 358, 359
marital status, 118	analysis, 356–357
means and SDs of study	correlation table, 356
variables, 335	descriptive and significance of
measures, 116, 332–333	variables from final
method, 114	model, 355
nonstandard work schedule, 117	future directions, 361–362
procedure, 115–116	limitations, 361
race, 117	literature review, 351–353
relationship quality, 117	measures, 354–355
results, 120-123, 334-341	mediating effect of sexual
sample, 114–115	satisfaction, 360
theoretical framework, 110–114	methods, 353–357
work-to-family conflict, 116–117	model selection-selection of nested
Work–Family Socialization	models, 357
model, 85	participants, 354
Work–family spillover, 64–65,	present study, 353
246, 253	results, 357–358
emotional labor and, 248–250	theory, 352–353
emotions, roles, and, 250-251	Workplace
exercising agency in attempt to	culture, 324, 325, 329
reducing, 256–257	resources and demands, 332
Workfare measures, 43	support, 64–65
Working	World Health Organization, 186
status, 69	World Value Survey, 189
time distribution of couples with	
children, 28–30	Young infants, 62