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REVIEW OF FIELDWORK OF MAJOR THEORIES BASED ON WORK LIFE BALANCE

Review
Article

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Abstract

Work life balance (WLB) has been an academic field within the realms of Sociology, Human Resource Management and Psychology for past five decades. Originally an American phenomenon, its geographical spread now is global, which may be gauged by the countless studies conducted throughout. Several theories have been propounded, some of which have been reviewed recently and conceived as newer formulations. This study focuses on seven major theories in the field of WLB, indicating the field work within the framework of these theories, the locale & sample of the study and the measures used in the study. The motivation is able to provide future researchers in the field with an integrated indication vis-a-vis the fieldwork.

INTRODUCTION

Paid work and care of dependants are fundamental activities of the adult individuals and with dramatic change in family and labour markets, the balance of these two aspects has become increasingly difficult and onerous (Lewis, 2009). Achieving a proper balance between work and life is of utmost importance not only for the individuals in the workforce but also for the organizations for which they work. Work-life Balance (WLB) is an increasingly popular term. Although a clear consensus on the term has not been developed, current definitions encompass the terms like flexibility, de-stressing, and sustainability. It can also be nominally defined as the equilibrium between obligations at work and obligations except paid work. An effective way in describing the WLB can be through understanding the nature of imbalance which is defined according to lack of autonomy and control while in the work.

Several theories have been propounded in the field of Work-Life balance which have sought to describe and explain the nature of relationship between the two aspects, viz. work and life. Chief among these theories are:

- Spillover Theory
- Conflict Theory
- Segmentation Theory
- Border/Boundary Theory
- Enrichment Theory
- Facilitation Theory
- Compensation Theory

In the following section a brief introduction to these theories is presented.

THEORIES OF WORK LIFE BALANCE

Through the years several theories have been conceived in the field of work life balance. A brief introduction of these theories is presented in this section.

Spillover Theory

Arguably the most frequently used model in various researches, the Spillover model is also the most immediately intuitive of the WLB theories. Work-family spillover is defined as: “the effects of work and family on one another that generate similarities between the two domains”. It has further been characterized as positive and negative spillover. Positive spillover is defined by Hanson, Hammer, & Colton (2006) as “the transfer of positive affect, skills, behaviors, and values from the originating domain to the receiving domain, thus having beneficial effects on the receiving domain”. Negative spillover is defined as “Work

Problems spilling over from workplace into other activities of life” (Meier, 1978).

Conflict Theory

Work-family conflict posits that there is a fundamental conflict between work and family and that it is manifested along three perspectives, viz. time-based conflict, Strain-based conflict and behavior-based conflict (Greenhaus & Beutell, 1985; Smith, 1992). Time-based conflict occurs when an individual is to perform multiple roles simultaneously (Frone, Russell, & Cooper, 1992b). Strain based conflict arises from the stressors of home or work which can lead to physical and psychological distress (Hertz, 1986). Finally, behavior-based conflict arises out of incompatibility of the behavioral expectations of work and life (Greenhaus & Beutell, 1985).

Segmentation Theory

It is earliest of the Work-Life models which asserts that the roles of work and life do not influence each other. In its earlier formulation it was conceived that the segmentation was physical in nature, but later research has shown that individuals are capable of creating impermeable psycho-social barriers between work and life. It has also been found out that men more than women are capable of such (Lambert, 1990).

Border/Boundary Theory

Boundary as concept has been in much use in social sciences and has been described in perspectives of boundary management and strategies. The use of boundaries with respect to work and life is first discussed by Hall & Richter (1988). Nippert-Eng (1996) developed within this perspective the concept of integration-segmentation continuum. An improvisation on boundary theory is border theory as conceived by Clark (2000). The defining idea behind which is that individuals form boundaries around various aspects which vary in strength. Both these theories characterize the borders/boundaries along the dialectic of permeability and flexibility.

Enrichment theory

Propounded by Greenhaus & Powell (2006), it states that experience in one sphere of life enhances the quality of life in another. This model is formulated as result of more modern studies on work and life which advocate a positive side to the relationship between work and life. Enrichment theory follows a similar theory called Enhancement theory of Sieber (1974) which states that accumulation of experiences in different roles provides individuals with resources which may be utilized by the individuals across various performances of role.

Facilitation Theory

It is similar to enrichment theory in so far as it suggests that experience in one domain facilitates the experience in another domain. But it differs from the enhancement theory in the sense that the facilitation is brought by the intermediacy of resources which includes skills, knowledge and experiences (Edwards & Rothbard, 2000; Grzywacz, 2002). Facilitation is proposed to be bidirectional i.e. from work to home and vice versa.

Compensation Theory

This theory suggests that fulfillment which is not attained in one domain (life/work) is sought in another domain (work/life). In other words when one domain becomes unsatisfactory an individual may seek out experiences in another domain. Similarly to conflict theory, it suggests that there is an inverse relationship between work and life (Staines, 1980). It has further been categorized into supplemental and reactive compensation. The former occurs when desirable experiences which are not present in one domain are sought after in the other, whereas the latter occurs when the undesirable experiences are remedied in another domain (Kando & Summers, 1971).

Besides these theories, Instrumental Theory, Human Capital Theory, Social Identity Theory, Resource Drain, Ecological System Theory, Congruence Theory and Ladder Theory are mentioned in the literature but their influence in the research is limited.

RESEARCH BASED ON WORK LIFE MODELS

This section describes various studies in Work-life balance within the contexts of the models described above. For each study the sample and the measures used therein are stated.

Spillover Theory

In the field of spillover theory, some of the fieldwork research that has been conducted over the years is described in the table. Besides the particulars of the study, the sample and measures used are also mentioned:

Powell & Greenhaus, 2010

- Sample: 589 Part-time (evening) MBA students at a large U.S. university.
- Measures: Femininity (assessed by the Bem Sex Role Inventory-BSRI (Beere, 1990), Family role salience ((Lodahl & Kejnar, 1965) job involvement scale), Preferred and actual segmentation of the work domain from the family domain (measured by Kreiner's scale (Kreiner, 2006)), Work-to-family conflict

(using Carlson, Kacmar, & Williams (2000) work-family conflict instrument) and Work-to-family positive spillover (using Hanson et al. (2006) measure of positive spillover). Seven variables pertaining to career success, family structure, human capital, life stage, and gender identity are used as controls.

Lourel, Ford, Edey Gamassou, Guéguen, & Hartmann, 2009

- Sample: Three different samples (of sizes 180,310 and 37) from three American universities administered a survey questionnaire to ascertain the nomological (predictive) validation of QWL (Quality of Work-Life).
- Measures: QWL is determined on basis of satisfaction of seven parameters, viz. Health, family and economic needs, Social needs, esteem needs, Actualization needs, knowledge needs and Aesthetic needs.

Allis & O'Driscoll, 2008

- Sample: 938 New Zealand local government employees working in a variety of jobs and positions assessing Positive (facilitation) and negative (conflict) spillover from two "nonwork" domains (family and personal benefit activities) to work.

Krouse & Afifi, 2007

- Sample: participants recruited from 13 different organizations in north east US with one to five children.
- Measures: Interviews conducted were analysed using theoretical sensitivity as propounded by Strauss & Corbin (1990). Revealing communication strategies, viz. Work immersion, work as social outlet, venting as catharsis with co-workers and supervisors, assurance from co-workers, seeking advice from co-workers, Support from supervisors, managers and co-workers

Kinnunen, Feldt, Geurts, & Pulkkinen, 2006

- Sample: 151 men and 134 women who were part of the ongoing Jyväskylä Longitudinal Study of Personality and Social Development (JYLS) in Finland.
- Measures: Work -life interface (using 14-point scale based on Frone et al. (1992a) and Netemeyer, Boles, & McMurrin (1996), Well-being Indicators (with items from Maslach et al. (1996) burnout inventory) and Marital Satisfaction (using Spanier's (1976) Dyadic Adjustment Scale (DAS)).

Pocock & Clarke, 2005

- Sample: 10–12 and 16–18-year-old males and females in urban and rural locations in two

Australian Cities of Adelaide and Sydney, in both high and low socioeconomic areas.

- Measures: Schools are stratified using Index of Relative Socio-Economic Disadvantage (HILDA, 2001). The schools are stratified as higher-income schools as 'Leafy' and 'Comfort', the lower-income schools 'Strive' and 'Struggle' and the country school 'Country'.

Scholarios & Marks, 2004

- Sample: 333 employees of two IT centres in Scotland by administering questionnaires.
- Measures: Control variables of Age, household status (living with romantic partner or single) dependent or care responsibilities, company (all measured either dichotomous or ordinal variables), Skill acquisition (Sturges, Guest, & Mac Davey, 2000) and occupational commitment scale (Blau, Paul, & St. John, 1993). Dependent variables used are Organisational commitment (Allen & Meyer, 1990), Extrinsic job satisfaction composite (Minnesota Satisfaction Questionnaire). Intermediating variables: Work-life boundary flexibility, Negative work-to-non-work spillover (Greenhaus & Beutell, 1985), Trust in the organisation (measured using Cook & Wall (1980) scale).

Grosswald, 2003

- Sample: U.S. workforce from 1997 National Study of the Changing Workforce data studying Negative Work-to-Family Spillover (NWFSp).
- Measures: Using Likert-scale frequency responses to parameters of mood, energy, and time for family as functions of one's job. Effect of NWFSp on Education level, Occupation, Children, Spouse support, Age, Household Income and Ethnicity is also measured.

Sumer & Knight, 2001

- Sample: 481 employees in universities across mid-west US working in both academic and non-academic positions.
- Measures: Work-Family Linkage Questionnaire (WFLQ) (Adapted from Kopelman et al. (1983)), Attachment style (measure Questionnaire (Bartholomew & Horowitz, 1991)) Job satisfaction measure (using Minnesota Satisfaction (Weiss et al., 1967) Questionnaire), Life satisfaction measures (using Satisfaction With Life Scale (SWLS), developed by Diener, Emmons, Larsen, & Griffin (1985)), Home and relationship satisfaction measures and Demographic questionnaire.

Grzywacz & Marks, 2000a

- Sample: 1,547 part-time and full-time employees in the USA aged 35–65 responding to the National Survey of Midlife Development in the United States (MIDUS) (1995) studying Alcoholism within the context of Work-life mesosystem.
- Measures: Spouse affectional support (assessed by items adapted from Schuster, Kessler, & Aseltine (1990), Spouse disagreement (using National Survey of Families and Households), other family affectual support (assessed with questions adapted from Schuster et al. (1990) and other family criticism or burden (measured with items adapted from Schuster and colleagues).

Hart, 1999

- Sample: 479 police officers, drawn from all ranks and work sections within the Victoria Police Department, Australia.
- Measures: Positive and negative work experiences (Police Daily Hassles Scale and Police Daily Uplifts Scale (Hart, Wearing, & Headey, 1993, 1994)), Positive and negative nonwork experiences (Non-work Daily Hassles Scale and a Nonwork Daily Uplifts Scale, adapted from Kanner, Coyne, Schaefer, & Lazarus (1981)), Job satisfaction (using short form of the Minnesota Satisfaction Questionnaire (Weiss et al., 1967)) and Nonwork satisfaction.

Stephens, Franks, & Atienza, 1997

- Sample: 105 employed adult caregivers in the USA assessed for the spillover between the roles of parent care and employment.
- Measures: Role spillover (divided into positive and negative spillover), Caregiver role satisfaction (assessed using a five-item index of Lawton, Kleban, Moss, Rovine, & Glicksman (1989), Employment role satisfaction (using studies of Barnett & Baruch (1985); Moos (1986); Repetti (1987); Veroff, Douvan, & Kulka (1981), Caregiver role stress, Depression (Center for Epidemiological Studies Depression Scale (CES-D) to assess depressive symptomatology (Radloff, 1977) and Dispositional optimism (assessed using the Scheier & Carver (Scheier & Carver, 1985) Life Orientation Test).

Kirchmeyer, 1993

- Sample: 221 Canadian managers indicating how parenting, community work, and recreation affect work both positively and negatively.
- Measures: Coping Strategies (Using Hall's 16 strategies (Hall, 1972)), Nonwork Domain Involvement (Using job involvement scale

(Lodahl & Kejnar, 1965)), Nonwork Domain Satisfaction, Time Commitment (measured hours per week), Positive spillover (Using Sieber's four outcomes (Sieber, 1974)), Negative Spillover (Using interdomain conflict of Greenhaus & Beutell (1985)).

Kirchmeyer, 1992

- Sample: 110 Canadian men and women from a variety of business settings indicated how parenting, community work, and recreation affect work.
- Measures: Positive spillover (Using Sieber's four outcomes, (Sieber, 1974)), Negative Spillover (Using interdomain conflict of Greenhaus & Beutell (1985)), Nonwork domain involvement (Using popular job involvement scale of (Lodahl & Kejnar, 1965)), Nonwork domain satisfaction (according to the six-point Likert scale) and Time commitment.

Barnett, Marshall, & Sayer, 1992

- Sample: 403 women who in 1985 were residing in eastern Massachusetts, USA and were employed at least half-time in one of two health-related professions-licensed practical nursing and social work. Sample is stratified by Race (Black White), Parental (No Child-Child) and Partnership Status (Married/Live-in and Unmarried/No relationship).
- Measures: Psychological distress (measuring depression and anxiety using SCL-90-R (Derogatis, 1975)) and Overall Role Quality.

Barnett & Marshall, 1992

- Sample: 300 men, from two Boston area towns, USA, aged 25-40, in dual-earner couples.
- Measures: Psychological distress (measuring depression and anxiety using SCL-90-R (Derogatis, 1975)), Role Rewards and Role Concerns, Overall Role Quality and Occupational Prestige using Bose Index (Bose, 1985)).

Small & Riley, 1990

- Sample: 130 bank employees and their spouses, in the USA, with at least one child under 18 years.
- Measures: Worker stress (measured using measure of Pearlin & Schooler (1978)). Physical symptoms assessed using somatization subscale from Derogatis Brief symptom inventory (Derogatis & Spencer, 1982) and the Anxiety assessed using Manifest Anxiety Sub-scale also taken from Derogatis Brief symptom inventory. Spouses were assessed for spillover for parameters of Marital Satisfaction using Spanier's (1976) scale of

Dyadic adjustment, Quality of parent child relationship using Cornell Parenting Activities List (Cochran & Henderson, 1985) and Spouse Satisfaction.

Rousseau, 1978

- Sample: 139 employees from electronics and a broadcasting company in the US.
- Measures: Physical and psychological stress of Patchen (1970). Job Diagnostic Survey (JDS) used to measure characteristics of work. Other measures are Job satisfaction (determined using The General Motors Faces Scale (Kunin, 1955)), satisfaction with non-work, and Absenteeism.

Champoux, 1978

- Sample: 178 employees in a pharma firm, in the USA, evaluated using a questionnaire.
- Measures: Questionnaire employs Social Participation Scale' developed by (Chapin, 1955) while measuring the extent of Spillover using Euclidean distance measured for between self-concept and work, self-concept and nonwork, and work and nonwork.

Conflict Theory

In the field of conflict theory, some of the fieldwork research that has been conducted over the years is described in the table. Besides the particulars of the study, the sample and measures used are also mentioned:

Jamaludin, Ibrahim, & Dagang, 2018

- Sample: 248 employees from the private sector, aged between 21 to 59 years, from eight private companies in Kuala Terengganu and Kemaman, Malaysia. Measures: Demographic Profiling (including age, gender, religion, race, marital status, education level as well as service period), Work Family Conflict Scale (using the Work Family Conflict Scale (Carlson et al., 2000)), Family Satisfaction Scale (Edwards & Rothbard, 1999) and Job Content Questionnaire (used eight items from the Job Content Questionnaire (JCQ) (Karasek, 1985)).

Bell, Rajendran, & Theiler, 2012

- Sample: 139 academic staff members employed in universities Australia wide
- Measures: Job stress (Using Stress in General scale (SIG) of Stanton, Balzer, Smith, Parra, & Ironson (2001), Well Being and Ill- Being. (Adapted from Multidimensional Health States Scale – Short Form (Hardie, Kashima, & Pridmore, 2005), Work- Life Balance (Hill, Hawkins, Ferris, & Weitzman, 2001) five-item Work- Family Balance scale) and Work-Life Conflict (A reworking of O'Neil, Helms,

Gable, David, & Wrightsman (1986) Conflicts between Work and Family Relations subscale).

Streich, Casper, & Nicole Salvaggio, 2008

- Sample: 224 dual-earner couples in the USA. Measures: Work interfering with family (is assessed with five items from Netemeyer et al., (1996)) and Organizational commitment (The Continuance and affective commitment are assessed using Meyer, Allen, & Smith (1993) scale).

Boyar, Maertz, Mosley, & Carr, 2008

- Sample: 698 University employees, in the USA, were used through a comprehensive computer survey.
- Measures: Dependent Variables (Work-interfering with family (WIF) and family interfering with work (FIW) items (From scales of Carlson et al. (2000)) , Antecedent Variables (Work autonomy assessed using three items from Sims, Szilagyi, & Keller (1976) autonomy and Items from Thomas & Ganster (1995) and Cutrona & Russell (1983)) , Work and family demand (Perceived work demand (PWD) and perceived family demand (PFD) by scales from by Boyar, Carr, Mosley, & Carson (2007)), and Work/Family Centrality (A work centrality scale developed by Paullay, Alliger, & Stone-Romero (1994)).

Elloy & Smith, 2003

- Sample: 347 lawyers and 331 accountants from West Australian Law Society and Institute of Chartered Secretaries, Australia respectively.
- Measures: Stress (Scale from Cohen, Kamarck, & Mermelstein (1983)), Work-family Conflict (Scale developed by Kopelman et al., (1983)), Overload, Role Conflict and Role Ambiguity (measured by scales developed by Rizzo, House, & Lirtzman (1970)) and Family Conflict (Scale by Kopelman et al. (1983)).

Carlson & Frone, 2003

- Sample: Longitudinal household survey of 1,933 adults residing in Erie County, New York, USA.
- Measures: Work-Family Interference and Psychological Involvement (The construct of work involvement was measured with five items adapted from a measure developed by Kanungo (1982a)) and Behavioural Involvement.

Elloy, 2002

- Sample: 347 lawyers and 331 accountants from West Australian Law Society and Institute of Chartered Secretaries, Australia respectively.

- Measures: Work-family conflict (using a scale developed by Kopelman et al. (1983)), Overload and Social support (House & Wells, 1978) 13-item scale was used to measure support from three sources, (1) supervisor, (2) co-workers, and (3) friends and relatives).

Adams & Jex, 1999

- Sample: 522 participants enrolled as part-time students at one of three mid-sized universities located in the mid-Western United States.
- Measures: Work to family conflict & Family to Work conflict (using two items from Frone et al. (1992b) bidirectional Work-Family Conflict Scale), Job satisfaction (Adapted from Hackman & Oldham (1975) Job Diagnostic Survey) and Health complaints (Using Goldberg's (1978) General Health Questionnaire).

Grandey & Cropanzano, 1999

- Sample: 132 respondents to Surveys sent to all paid faculty at a Land-grant state university campus, USA.
- Measures: items measured on a five-point Likert-type scale which are: Work role stress (Role conflict and role ambiguity in the workplace are measured by seven items from Kopelman et al. (1983) validation study), Family role stress (using three items from Pleck, Staines, & Lang (1980)), Work to family conflict (using scale in the Kopelman et al. (1983b) study), Family to work conflict (Six items parallel to the WFC items, reversing the source of the stressor), Job distress (Using scale developed by House and Rizzo (1972); Family distress (using Hackman & Lawler's (1971) job satisfaction scale), Life distress (scale by Diener et al., (1985)), Poor physical health (Using House and Rizzo's (1972) scale of general health and somatic tension) , Turnover intentions (measured by Cropanzano, James, & Konovsky's (1993) scale, Self-esteem (Using 10-item global measure of self-esteem (Rosenberg, Schooler, Schoenbach, & Rosenberg, 1995)) and Critical change event.

Frone, Russell, & Cooper, 1997

- Sample: 1933 adults residing in Erie County, New York, USA.
- Measures: Work-family conflict (assessed with two-item scales developed for this study ((Frone, Russell, & Barnes, 1996 ; Frone et al., 1992a , 1992b) for the specific items)), Poor physical health (Using items from Bird & Fremont (1991) and Verbrugge (1989)), Heavy alcohol use & Hypertension status (Standardized procedures recommended by the American Heart Association (Kirkendall, Feinleib, Freis, & Mark, 1980) are followed)

and Covariates (Five covariates are used in regression equation: gender (0 = male, 1= female), race (0 = white, 1= minority), age (in years), and family income (14 categories ranging from less than \$ 3000 to over \$ 100 000).

Adams, King, & King, 1996

- Sample: 163 full-time workers enrolled in either weekend or evening courses as part of an extended degree offered by a medium-sized comprehensive university located in Michigan, USA.
- Measures: Work interfering with family (Kopelman et al., 1983), Family interfering with work (Burley, 1989), Job involvement (Adapted from Kanungo (1982a)), Family involvement (using five parallel items developed by Frone et al. (1992a) and Job satisfaction ((Hackman & Oldham, 1975) Job Diagnostic Survey).

Frone & Rice, 1987

- Sample: 141 nonteaching professional employees at a major public university in the north-eastern United States.
- Measures: Job involvement (Adapted from Kanungo's, (1982a, 1982b) job involvement scale), Family involvement (Items from the job involvement scale modified to yield separate measures of involvement in both the spouse and parental roles) and Work-Family conflict (Separate four-item scales developed by (Holahan & Gilbert, 1979a , 1979b) are used to measure inter-role conflict between: (1) job and parent roles, and (2) job and spouse roles).

Suchet & Barling, 1986

- Sample: 263 women employed full-time in ten different organizations in South Africa.
- Measures: Dependent variable - Marital adjustment (using Locke & Wallace's (1959))15-item Short Marital Adjustment Test (SMAT)), Dependent variable - marital communication (Using Navran's (1967) Primary Communication Inventory (PCI), Independent variable - Inter-role conflict (using Holahan & Gilbert's 1979a, 1979b) 34-item questionnaire and Moderator variable - Spouse support.

Kopelman et al., 1983

- Study 1: Sample: 494 male alumni of an eastern technological college, United States. 13 alumni randomly selected from each graduating class from 1941 to 1978, inclusive. Measures: Work Conflict (Four of the items taken from Rizzo et al.'s (1970) role conflict scale), Family Conflict (the research

instrument developed by Blumstein & Schwartz (1978) used), Inter-role Conflict (measured using inter-role conflict scale developed by (Pleck et al., 1980)) and Satisfaction Scales (measured using a modification of the three-item General Job Satisfaction scale that is part of the Job Diagnostic Survey (Hackman & Oldham, 1975)

- Study 2: Sample: Spring of 1981 to graduate and undergraduate students attending classes at three colleges in United States. Measures: Work Conflict, Family Conflict, Inter-role conflict and Satisfaction scales (measured using the General Job Satisfaction scale from the Job Diagnostic Survey).

Jones & Butler, 1980

- Sample: 181 married sailors from four amphibious ships in USA.
- Measures: Several domains of the Burr's (1972) model are assessed and presented as: Role conflict and role ambiguity (measures were based on the Job Related Tension Scale (Kahn, Wolfe, Quinn, Snoek, & Rosenthal, 1964)), Goal attainment facilitation (measured in terms of: (a) the job enlargement postulated by Hackman & Lawler (1971) ; and (b) the amount of social support ; job characteristic as described in Hackman & Lawler (1971). Work-group support is measured by Friendliness and Warmth present in the group, and a measure of the degree of Cooperation and assistance evident in the group. The leader-oriented support measured using LBDQ scale (Bowers & Seashore, 1966) and reflected Leader Support (five items) and Interaction Facilitation (four items)), Role incompatibility (measured using Family/ Work Role Incompatibility) and Role strain.

Segmentation Theory

In the field of segmentation theory, some of the fieldwork research that has been conducted over the years is described in the table. Besides the particulars of the study, the sample and measures used are also mentioned:

Yang, Zhang, Shen, Liu, & Zhang, 2019

- Sample: 350 married employees in 81 working groups from China. Three to ten married employees were selected from each unit to complete the questionnaire.
- Measures: Work-family segmentation preferences (measured using the four-item scale developed by (Kreiner, 2006)), Work-related ICT use (measured using the scale developed by (Boswell & Olson-Buchanan, 2007)), Work-family conflict (adapted from a five-item scale developed by (Netemeyer et al.,

1996)) and Group segmentation norm scale was adapted from a four-item segmentation norms scale developed by (Park, Fritz, & Jex, 2011).

Foucreault, Ollier-Malaterre, & Menard, 2016

- Sample: 243 Participants recruited from online social networks Facebook and LinkedIn, residing primarily in Quebec, Canada and France, using snowball sampling, who were over 18 years of age and working 30 h or more per week.
- Measures: Emotional exhaustion from work (using Maslach Burnout Inventory General Survey (MBI-GS) (Schaufeli, Leiter, Maslach, & Jackson, 1996), Psychological detachment from work (the psychological detachment subscale from the Recovery Experience Questionnaire developed by (Sonnentag & Fritz, 2007)), Preference for segmentation (using Kreiner's (2006) Segmentation Preference scale) and Perceived organizational culture of integration (using Park et al. (2011) five-item scale). Control variables: Gender, marital status, Parental responsibilities and Industry.

Derks, Bakker, Peters, & van Wingerden, 2016

- Samples: 71 Dutch employees participated in a study using online questionnaires.
- Measures: The measures are divided as Trait measures and State measures. Trait measures include: Segmentation preference (measured using subscale segmentation preferences developed by Kreiner (2006)), Workload (measured with scale developed by Bakker, Demerouti, Taris, Schaufeli, & Schreurs (2003)) and Demographics (gender, age, educational level, marital status and number of children living at home). State measures include: Daily work-related smartphone use during off-job time (measured using scale developed by Derks & Bakker (2014), Daily Work-Family Conflict (measured using the subscale of the WFC Scale (Netemeyer et al., 1996)) and Daily Family Role Performance (measured using the FRP scale (Chen et al., 2014)).

Methot & LePine, 2016

- Sample: Three waves of study with sample sizes of 314, 2153 and 65. Participants being employees from a large U.S. company in the insurance industry.
- Measures: Role Segmentation Preferences ((Kreiner, 2006) four-item scale to assess preferences to protect the home domain) and Boundary Permeability (using items adapted from measures of boundary strength, boundary

permeability, and role-referencing (Hecht & Allen, 2009); (Olson-Buchanan & Boswell, 2006)). Control variables used in the study are gender, marital status, number of children under the age of 18, and hours worked per week.

Koch & Binnewies, 2015

- Sample: 237 employees and 75 supervisors working on white-collar jobs in various German organizations.
- Measures: In supervisor questionnaire the measure used is Supervisors' work-home segmentation behaviour (assessed with (Hecht & Allen, 2009) boundary strength at home scale. In the Employees' predictor variable questionnaire, the measures are Work-life-friendly role modelling (assessed with Hammer, Kossek, Yragui, Bodner, & Hanson's (2009) FSSB scale), Employees' job involvement (assessed using (Kanungo1982a) job involvement questionnaire and Supervisors' emotional work-life support). In the Employees' outcome variable questionnaire, the measures used are Employees' work-home segmentation behaviour (assessed with Hecht & Allen's (2009) eight-item scale) and Exhaustion and Disengagement (assessed with the Oldenburg Burnout Inventory (Demerouti, Bakker, Vardakou, & Kantas, 2003)).

Derks, van Mierlo, & Schmitz, 2014

- Sample: 46 participants from four different German companies analysed using data from four different questionnaires.
- Measures: Daily smartphone use after working hours (measured with the four-item intensive smartphone-use scale by (Derks & Bakker, 2014) adjusted for daily measures), Daily psychological detachment from work (measured with the psychological detachment subscale (four items) of the Recovery Experiences Questionnaire (Sonnentag & Fritz, 2007)), Daily work-related exhaustion (measured with four-item of the subscale of the Maslach Burnout Inventory (MBI) as it was used by (Byrne, 1991) , Perceived segmentation norm (measured in the general background questionnaire, using the segmentation supply items of (Kreiner's, 2006) scale) and Daily workload measured as a control variable (measured with the three-item scale developed by (Bakker, Demerouti, Taris, Schaufeli, & Schreurs, 2003)).

Park et al., 2011

- Sample: 431 alumni of a U.S. university to using an online survey with criteria being that

each participant is a full-time employee who commutes to work.

- Measures: Segmentation preference (measured with (Kreiner's 2006) four item, seven-point segmentation preference scale), Perceived segmentation norm (measured with four items adapted from Kreiner's segmentation preference scale), Technology use at home, Psychological detachment from work during off-job time (Sonnentag & Fritz, 2007) four-item, five-point measure was used to assess psychological detachment). Control variables: Demographic variables (i.e., age, marital status, number of children under 18 years old) and level of job involvement (measured with a reduced six-item version of Kanungo's (1982a) five-point scale).

Border and Boundary Theory

In the field of border/boundary theory, some of the fieldwork research that has been conducted over the years is described in the table. Besides the particulars of the study, the sample and measures used are also mentioned:

König & Caner de la Guardia, 2014

- Sample: 190 German speaking swiss office workers who worked in a variety of job sectors, ranging from the construction to the hotel/restaurant and credit/insurance sector in Switzerland.
- Measures: Personal internet use at work, Private demands, Border strength, Influence (measured using the empowerment scale (Clark, 2002)), Identification with the job (assessed using Kanungo (1982a) nine-item job involvement scale), Supervisory support for border-crossing (adapted from (Clark, 2002) communication with family about work scale) and Work–Nonwork balance (measured using Valcour's (2007) five-item scale).

Hecht & Allen, 2009

- Sample: 793 employees of Canadian organizations. Approximately 1/3 was male, with an average age of 41 years. Most participants lived either with their spouse (29%) or with their spouse and children (44%).
- Measures: Work–nonwork boundary strength (using items described in the appendix of the paper), Job- identification (from the ten-item Job Involvement Questionnaire (Kanungo, 1982a), Personal life identification and Inter-role conflict (using the WFC and FWC scales developed by Netemeyer et al. (1996)).

Donald & Linington, 2008

- Sample: 52 Participants consisting of male managers from one financial organisation in Gauteng, South Africa. Criteria for inclusion

were married or cohabiting with a partner, with spouses employed, and at least one child below the age of 18 and residing with the participant.

- Measures: Gender role orientation (assessed using the Sex-Role Orientation Inventory (Tomeh, 1978)), Work/family conflict (measured using the Multidimensional Measure of Work-Family Conflict (Carlson, et al., 2000)) and Life satisfaction (using the Congruity Life Satisfaction Scale (Meadow, Mentzer, Rahtz, & Sirgy, 1992)).

Bennett, Patterson, Wiitala, & Woo, 2006

- Samples: Two different samples, in USA, used in the study. Firstly 587 participants who worked for a large southwestern municipality. All employees from three high-risk or safety sensitive departments (parks, water, and streets). Secondly, 1355 Participants employed by small businesses from urban/suburban communities in industries identified as high risk for alcohol or drug abuse.
- Measures: At-risk Drinking, Job-related hangovers (JRH), Drinking norms (using a study by Bennett & Lehman (2003); Drink with co-workers, Work-life conflict (using Frone's (2000) four item scale), Life-to-work conflict and Co-worker social interaction.

Vodanovich, Lambert, Kass, & Piotrowski, 2006

- Sample: 95 employees of a biotechnology company located in southern California, USA with over half of the respondents married, salaried and below managerial positions.
- Measures: Work-family conflict, Central Participation and Supportive Communication (using Carlson et al.'s (2000) WFC scale (Clark, 2001) and (Kopelman et al., 1983)), Life Satisfaction, Work Satisfaction and Organizational Commitment (measured using study of Clark (2001), Hill et al. (2001), Carlsson & Hamrin (2002)) and Life Satisfaction Questionnaire (Ironson, Smith, Brannick, Gibson, & Paul, 1989).

Enrichment Theory

In the field of enrichment theory, some of the fieldwork research that has been conducted over the years is described in the table. Besides the particulars of the study, the sample and measures used are also mentioned:

Sim, 2013

- Sample: 306 employees from selected hotels in Sarawak, Malaysia.
- Measures: Work-Family Enrichment (Two scales of Work to family enrichment and Family to work enrichment (Carlson et al., 2006)), Job Satisfaction (measured using an

index by Agho, Price, & Mueller (1992) and Family Satisfaction (measured using a modified five-item version of Aryee, Luk, Leung, & Lo (1999)).

Jaga & Bagraim, 2011

- Sample: 336 participants working at the head office and Western Cape, South Africa.
- Measures: Job satisfaction (Six items from the seven-item scale developed by Clark (2001)) Career satisfaction (scale developed by Greenhaus, Parasuraman, & Wormley (1990)), Work-family enrichment (Adaptation of a scale developed by Carlson et al., (2006)), Family satisfaction (Measured using four-item scale developed by Greenhaus et al. (1990)) and Demographic.

Carlson, Grzywacz, & Zivnuska, 2009

- Sample: 685 individuals from the Study Response database who self-reported working 40 hours per week, USA.
- Measures: Work-family balance (using scale developed by Grzywacz & Carlson (2007)) Work-family conflict (Family conflict scale developed by Carlson et al. (2000)), Work-family enrichment (using scale developed by Carlson et al. (2006)), Job satisfaction (using measure designed by Camman, Fichman, Jenkins, & Klesh (1979)), Organizational commitment (using scale of organizational commitment designed by Balfour & Wechsler (1996), Intention to turnover (measured with a scale developed by Seashore, Lawler, Mirvis, & Cammann (1982)), Family satisfaction, Family performance (assessed by modifying the five items developed by Williams & Anderson (1991), Family functioning (using the scale from the Family Assessment Device (FAD) based on the McMaster model of healthy family functioning (Epstein, Ryan, Bishop, Miller, & Keitner, 2003)) and Demographic variables.

Carlson, Hunter, Ferguson, & Whitten, 2014

- Sample: 310 full-time employees, in the USA, with the assistance of the Zoomerang data collection company. The study undertaken in two timeframes. The measures in first time frame 1 are: Work-to-family enrichment and Family-to-work enrichment (using Carlson et al. (2006) measure). Measures in timeframe 2: Positive mood (measured positive mood with a ten-item scale developed by Watson, Clark, & Tellegen (1988)), Psychological distress (using a measure based on Ilfeld (1976)), Job satisfaction (using the job satisfaction scale developed by Camman et al. (1979) and Family satisfaction (Using a three-item job

satisfaction measure designed by Camman et al. (1979) adapted to deal with family).

Michel & Clark, 2009

- Sample: 187 full or part-time employees, in the USA, recruited via StudyResponse.
- Measures: Negative and positive affect (measured with Watson et al. (1988) Positive and Negative Affect Schedule (PANAS)), Work-to-family and family-to-work conflict (assessed using Carlson et al. (2000) scale), Work-to-family and family-to-work enrichment (measured with Carlson et al.'s (2006) scale) and Job and Family Satisfaction (using Hackman & Oldham (1975) Job Diagnostic Survey and family satisfaction).

Dunn & O'Brien, 2013

- Sample: 107 US couples are participants such that one or both members of the couple worked less than 30 hr per week.
- Measures: Organizational support for work-family management (Family-Supportive Organization Perceptions Scale utilized by Grandey, Cordeiro, & Michael (2007)), Positive affect at work (Positive and Negative Affect Schedule (PANAS; (Watson et al., 1988) scale used), Family satisfaction (Using Satisfaction with Life Scale (SWLS) (Diener et al., 1985)) and Demographic questionnaire.

Facilitation Theory

In the field of facilitation theory, some of the fieldwork research that has been conducted over the years is described in the table. Besides the particulars of the study, the sample and measures used are also mentioned:

Karimi & Nouri, 2009

- Sample: 250 male employees from two organizations in Iran. The questionnaire included the following.
- Measures: Work-to-Family Influence/ Job Demands and Autonomy / Social Support Adapted from Grzywacz & Marks (2000b)) Working Hours and Demographic Characteristics.

Seery, Corrigall, & Harpel, 2008

- Sample: 347 Participants from 49 health centres which included nurses' aides and childcare workers in North-eastern Pennsylvania, USA.
- Measures: Self-Focused Emotional Labour (using Kruml & Geddes's (2000) measure of emotional labour), Other-Focused Emotional Labour (measures as used by Seery & Crowley (2000)), Work-to-Family Conflict & Family-to-Work Conflict (using Carlson et al.'s (2000) scale), Work-to-Family Facilitation/Family-to-

Work Facilitation (Grzywacz & Marks (2000b) facilitation scale) and Control variables (Children, time at work and residence).

van Steenbergen, Ellemers, & Mooijaart, 2007

- Sample: 352 working in a financial service organization, Netherlands.
- Measures: Work-family conflict (using scale by Carlson et al.'s (2000)), Work-family facilitation (Employing 38 items developed by Wagena & Geurts (2000) and Grzywacz & Marks (2000b) and the earlier pilot qualitative study), Work outcomes (Items developed using Wanous, Reichers, & Hudy (1997); Nagy (2002); Meyer et al. (1993); Williams & Anderson (1991) and Ellemers, de Gilder, & van den Heuvel, (1998)), Nonwork outcomes (wherein measurements of Home satisfaction - (Quinn & Staines, 1979), relationship commitment - (Rusbult, 1980) and Home performance- (Williams & Anderson, 1991)) and Stress outcomes (emotional exhaustion - (Schaufeli & Van Dierendonck, 2000) and Depressive complaints- CES-D, (Kohout, Berkman, Evans, & Cornoni-Huntley, 1993)).

Hill, 2005

- Sample: 1,314 telephone interviews of employed adults in 1997. The data was taken the National Study of the Changing Workforce, USA. The measures used in the study are: Work/Family/Individual characteristics—Stressors, Work/Family/Individual characteristic—Resources and support, WF conflict and facilitation and Work/Family/Individual outcomes.

Voydanoff, 2004

- Sample: 2,507 employed respondents from the 1995 National Survey of Midlife Development in the United States.
- Measures: Work-to-family conflict and Facilitation, Work and community demands (Sub-measures being Job demands and social incoherence), Work and community resources (Sub-measures being job autonomy, Work pride, Sense of community and Support from friends) and Demographic characteristics (Race and Gender being dummy and Age coded in years).

Compensation Theory

In the field of compensation theory, some of the fieldwork research that has been conducted over the years is described in the table. Besides the particulars of the study, the sample and measures used are also mentioned:

Singh & Selvarajan, 2013

- Sample: 165 employees of a Midwest-based US mid-sized organization served as the sample for this study.
- Measures: Organizational Diversity Climate (A four-item scale developed by McKay, Avery, & Morris (2008) is used), Employee Intent to Stay To measure employee intent to stay (A three-item intent-to-stay scale developed by Kim, Price, Mueller, & Watson (1996), Community Diversity Climate Community diversity (measured with a five-item community diversity climate index (CDCI) (Ragins, Gonzalez, & Singh, 2010)), Race Individual racial affiliations were self-reported, Control Variables used in this study:
- Organizational tenure, which is measured in months.

Wiese, Seiger, Schmid, & Freund, 2010

- Sample: 63 working men and women working in Switzerland checked for cross domain and interdomain compensation
- Measures: State emotional well-being (assessed using a visual analogue scale), domain-specific psychological involvement (Three items from job involvement scale (Lodahl & Kejnar, 1965)) and family involvement.

Liou, Sylvia, & Brunk, 1990

- Samples: 1473 subjects, in US, were utilized to examine the relationship between job satisfaction and extra work satisfaction to test Wilensky's three hypothesized relationships. The study utilizes the National Opinion Research Center's "General Social Surveys" for 1984.
- Measures: Life Satisfaction, Social Trust, Social Equity, Institutional Confidence, Governments Handling of National Problems, Social Involvement.

DISCUSSION

The study conducted is based on 61 papers that have been conducted globally with majority (35) conducted in the United States, whereas seven are conducted in Europe, five in Australia and seven in the rest of the world. The domination of the studies based in the United States points to the fact that the need and the practice of the Work-life balance was first brought about in the United states. The researches spanning the time period from late 1960s to early 1980s are almost exclusively based in the United States, which further points to the fact that the work-life balance research found its way into Europe in 1990s and into Asia and Africa with the turn of millennium. Numerous contemporary

studies are now being done in the East Asia, India and Africa.

The measures used in the studies can be categorized into three, viz. Control/Demographic variables, Study Specific variables and General variables. The demographic variables are used across the board. The most commonly used variables include age, gender, nationality, ethnicity, number of children, marital status. General variables are those variables which are not theory specific, but common to various approaches of Work-life balance studies. Chief among them include Job Satisfaction, Work- role stress, Work-family conflict and Work-related exhaustion. In case of Job satisfaction, the Job Diagnostic Scale (Patchen, 1970) and Minnesota Questionnaire (Weiss, Dawis, & England, 1967) are popular within earlier studies, whereas more recent studies have favored Job satisfaction scale (Clark, 2001). The commonly used scales for other measures are Work-Role stress scale (Kopelman, Greenhaus, & Connolly, 1983), Work-family Conflict (Kopelman et al., 1983) and Job burnout/exhaustion scale (Maslach, Jackson, & Leiter, 1996).

In case of the Theory specific measures, the use of Negative spillover (Greenhaus & Beutell, 1985), Positive spillover (Sieber, 1974), Work to family and Family to Work Conflict (Frone, Russell, & Cooper, 1992a), (Kopelman et al., 1983), Segmentation Preference (Kreiner, 2006) and Work-family enrichment (Carlson, Kacmar, Wayne, & Grzywacz, 2006) is noted.

CONCLUSIONS

This study has been carried out so that it may be of assistance to future researchers in the field of work-life balance. Although the measures and the theories indicated are not exhaustive. But looking at the measures used in the studies across the board, it is safe to conclude that there is a great deal of coherence in the use of measures.

With the inception of technology into the lives of individuals, newer parameters related to technology affecting work and lives of individuals need to be incorporated into the studies. Furthermore, although many studies and therefore measures in the studies are gender focused and based on childcare, but with the changing landscape of gender studies there is a great need of studies based on gender minorities.

Biography

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