

Positive and Negative Work-Family Spillover: A Study of Self-Employed Workers in Dual-Earner Couples

Dr. Ronit Waismel-Manor

Netanya Academic College

This article uses Voydanoff's "differential salience - comparable salience" approach to examine the effects of work and family demands and resources on positive and negative spillovers between work and family among self-employed workers. The analysis is based on data from 219 self-employed workers in dual-earner couples who were interviewed for the Ecology of Careers Study. In line with the theoretical framework, a relatively strong positive correlation was found between within-domain demands and negative spillovers, both from work-to-family and from family-to-work. Positive spillovers were expected to be more likely a result of the activation of within-domain resources, rather than of the absence of within-domain demands; however, only job challenge showed relatively strong positive relationship to positive work-to-family spillover. Control over one's work enabled self-employed workers to minimize negative spillover from work-to-family, but did not increase positive work-to-family spillover. Household demands increased negative family-to-work spillover, and also decreased positive family-to-work spillover. Boundary-spanning resources yielded differential, rather than comparable, salience to the work-family interface: schedule flexibility enhanced only the positive family-to-work spillover, whereas use of technology to balance work and family obligations enhanced only the positive spillover from work-to-family. In addition, and contrary to the theoretical model, couple-level strategy of prioritizing one's career was not related to any of the four spillover measures.