HOUSEHOLD RESPONSIBILITIES AND EXPERIENCES OF WORK-FAMILY CONFLICT AND WELL-BEING AMONG FATHERS: THE ROLE OF IDENTITY AND GENDER ROLE BELIEFS

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HOUSEHOLD RESPONSIBILITIES AND EXPERIENCES OF WORK-FAMILY CONFLICT AND WELL-BEING AMONG FATHERS: THE ROLE OF IDENTITY AND GENDER ROLE BELIEFS

A Thesis
Presented to the
Faculty of
California State University,
San Bernardino

In Partial Fulfillment
of the Requirements for the Degree
Master of Science
in
Industrial and Organizational Psychology

by
Rita Garcia
December 2021
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CONFLICT AND WELL-BEING AMONG FATHERS: THE ROLE OF IDENTITY
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Approved by:

Dr. Mark Agars, Committee Chair, Psychology
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ABSTRACT

Dual earner families are on a rise and there has been an increase of men participating in household responsibilities. Gender roles ideologies and identity salience influence how the division of labor is distributed within a household and may relate to work-family conflict in fathers when participating more in household responsibilities. The purpose of the present study was to examine the impact of household responsibilities on working fathers’ experiences of work-family conflict and well-being, and to consider potential moderating effects of gender role ideology and identity salience. Results supported a positive relationship between household responsibilities and perceived stress in working fathers. Further, gender role ideology moderated the relationship between household responsibilities and work-family conflict. Specifically, the relationship between household responsibilities and work-family conflict was stronger for working fathers with traditional gender role ideologies than those with egalitarian gender role ideologies. These results add to the growing evidence demonstrating the importance of studying the work family experiences of working fathers.
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CHAPTER ONE

INTRODUCTION

The U.S. Population of dual earners has risen over the years, with a recent report that 60% of U.S. households are dual earners ("The rise-in dual-earner household," 2015). With this increase, there has been a shift in family dynamics, and more men are finding themselves in work and family arrangements that were largely unknown to their parents’ generation (Gryzwacz & Marks, 2000). Specifically, men have become more involved in household tasks and childcare (Ishii-Kuntz, 2013; Kuli, 2016). Changes in gender roles in recent years have also affected men’s role set, as reflected in the terms “new men” and “new” fathers (Kulik, 2016), which refers to the new reality in which many men have seen their priorities shift to include greater family commitments and obligations (Schwartzberg & Dytell, 1996).

Despite these changes, there has been limited examination and understanding of father’s work-family experiences (Fischer & Anderson, 2012). Due to the substantial participation of fathers in the workforce and the societal changes in gender role norms, however, father’s work-family experiences warrant more attention (Huffman, Olson, O’Gara, & King, 2014). In particular, while the changing female gender roles in the workplace has been extensively examined, similar studies focusing on gender roles of men and fathers in the home are needed (Huffman et al., 2014).
One challenge for men in their efforts to handle their portion of the division of labor within the household may be the misalignment of family responsibilities with the male gender role identity. The concept of identity salience is based on identity theory, wherein an individual maintains multiple social identities, such as a gender, parent, spouse, or worker, which are a part of their self-schema. These identities exist in a salience hierarchy in which some identities are more important or salient than others (Katz-Wise, Priess, & Hyde, 2010). As an individual becomes more committed to a specific role, such as a parent, that role becomes more salient (Stryker & Serpe, 1982). Further, identity theory argues that individuals are more likely to act consistently with a role that is more relevant and associated to their self-concept (Shockley, DeNunzio, Arvan, & Knudsen, 2017). Men, for example, are likely to be more committed to specific roles (e.g., breadwinner) because these roles are supported by society through gender norms (Katz-Wise et al., 2010).

The increase in dual-earner families and the evolving gender roles mean that, increasingly, in the context of a family with children, men have prominent roles in both the work and family domains, each with responsibilities, requirements, expectations, duties, and commitments (Netemeyer, Boles & McMurrian, 1996). Moreover, these responsibilities can lead to a form of inter-role conflict (i.e., work-family conflict) when the pressures of the work domain and family domain are mutually incompatible in some respect (Greenhaus & Beutell, 1985). The extent to which roles conflict, however, is, in part, tied to role
identity. For example, men who prioritize their work role identity may experience greater conflict than males who hold a more balanced prioritization of their work and family roles, when expectations around household responsibilities are greater (Stryker & Burke, 2000).

Fathers are increasingly taking on household responsibilities, and, as a consequence, men experience more conflict around their work and family roles than ever before (Ladge, Humberd, Watkins, & Harrington, 2015). The impact of increased household responsibilities on father’s well-being is somewhat unclear, however, because research has rarely examined fathers separately nor focused on the degree to which they experience work-family conflict (Huffman et al., 2014). Moreover, only a limited number of studies have considered the experiences of working fathers in light of the shifting views of fathering (Ladge et al., 2015). It is clear, however, that these added responsibilities have the potential to lead to negative mental health outcomes for fathers, and their connection to gender role expectations identities warrants further investigation. In addressing this void, the current study seeks to better understand the impact of household responsibilities on the health and wellbeing of fathers and the role that gender beliefs and identity salience may play.

Theoretical Background

Fathers in Work-Family Domain

Men’s contribution to housework has increased because women are working and spending less time on household labor (Bird, 1999). Fathers’ have
become more involved in the care of their children and their education (Bosoni, 2014), and their roles have shifted within the household (McLaughlin & Muldoon, 2014). A review of research on men’s and women’s allocation of time found that men’s and women paid, and unpaid work of cooking, cleaning, and childcare have narrowed the gender gap in housework substantially (Bianchi & Milkie, 2010). One study found a four percent increase observed in reported contributions with meal preparation, laundry and housework among heterosexuals from 2017 and 2020 (Frank & Frenette, 2021). Moreover, studies found that the more hours mothers work outside the home, the more fathers were involved with household responsibilities (Kuo, Volling, & Gonzalez, 2018). The increase in household responsibilities for men, however, may be related to higher levels of stress for fathers (Reddick, Rochlen, Grasso, Reilly, & Spikes, 2012).

The experiences of fathers and the role of identity in the context of work and family remains unclear, specifically as fathers become more involved with caregiving (Humberd, Ladge, & Harrington, 2015). Fathering expectations in the United States are embedded in the cultural ideology in which a career gives meaning and purpose to life (Humberd et al., 2015). Fathers are expected to be more involved at home which reflects an ideal image, but are also expected to be seen as a devoted worker. These beliefs are engrained in societal expectations and existing organizational structures, which create multiple and conflicting expectations for fathers in terms of who they need to be (Humberd et al., 2015). The societal expectations that are placed upon fathers today, contributes to
stress and anxiety with trying to meet those societal expectations that can be detrimental to their psychological well-being (Humberd et al., 2015).

Although, today fathers feel pressured to be more involved with their children they continue to struggle with both their work and family roles attached to them and their masculine identity influences how they navigate the work-family interface which they may struggle with what role to prioritize (Ewald & Hogg, 2020). A recent study found that dominant discourses around fatherhood and the male breadwinner ideology act to influence the construction of father’s identity and frame the men as workers first and father second within the work-family interface (Ewald & Hogg, 2020). The changing gendered expectations of fathers are not always accompanied with the supportive structural changes in the workplace, which leaves fathers to struggle to keep up with the ideal worker norms demanded in the workplace and trying to manage changing gendered expectations at home (Sellmaier, 2019). Social construction of fatherhood is in an unsettled state due to gender roles being renegotiated between dual-earner parents and gendered role standards are disrupted for men (Humberd et al., 2015). Fathers are experiencing greater conflict between their work and family life, and very little is known about the intrapersonal and cognitive unfold for men as what it means to be fathers in the context of work and family (Humberd et al., 2015).

For this reason, men who contribute to household responsibilities may be likely to experience role incompatibility because of their identity salience and
gender role beliefs. Societal gendered expectations that are placed on men as breadwinners and the embedded fathering expectations of being more involved at home creates conflict (Humberd et al., 2015). Men having separate and distinct responsibilities in the work and family life roles can lead to negative consequences, such as work-family conflict because of role incompatibility (Huffman et al., 2014).

Identity Theory

Identity theory (Gaunt, 2014) suggests that the self is multifaceted and made up of mutually reinforcing and conflicting parts, which are called “role-identities.” Whereas roles are external and refer to social positions and relationships, identities are internal and relate to individuals’ internalized meanings and expectations attached to a social role (Stryker & Burke, 2000). Identity is the individual's integrated societal expectations regarding the particular social positions and social status and the behavioral expectation related to them (Adamson & Pasley, 2013). Identity theory states that individuals assign themselves different identities in which they find meaning and importance, and their behaviors tend to reflect the related identities (Adamson & Pasley, 2013). Commitment to a specific social role (e.g., work) shapes identity salience in which shapes and influences their role behavior (Stryker & Burke, 2000). For example, fathers who have a stronger work identity than family identity are more likely to experience inter-role conflict when contributing to household responsibilities. In considering the work-life interface, there are two roles for
which salience is most critical: work identity and family identity (Lobel & Sinclair, 1992). Work identity role salience represents the importance an individual attributes to their work role and responsibilities (Frear, Paustian-Underdahl, Halbesleben, & French, 2019). Family identity role salience refers to the importance and individual places on their family role, including the importance of their family to their definition of self (Frear et al., 2019). Work identity and family identity role salience also align with traditional gender role ideology in which gender may impact an individuals’ work and family identity through processes of expectancy confirmation and self-regulation (Frear et al., 2019); therefore, men may identify more with their work and family roles which are congruent with gender role ideology (Frear et al., 2019).

Men who identify more strongly with their work role are more likely to work long hours and may experience stress when having to contribute more to household responsibilities due to the role of identity salience (Bagger, Li, & Gutrek, 2008). Men who identify with their father role are more likely to be a hands-on parent with their child and be available to care for them when their partner is at work. Individuals who are work-centrality, value their work more than other identities. Family-centrality individuals value family and their family identity to be the most important and prioritize family over work (Frear et al., 2019).

Gender Role Theory

Gender role ideology is shaped through the process of socialization or learned experience (Lachman, 1991; Kuli, 2016). Gender role ideologies are
formed through childhood socialization about appropriate adult male and female roles (Coverman, 1985; Bianchi et al., 2000). Children internalize gendered expectations promoted by their cultural environments at an early age (Halpern & Perry-Jenkins, 2016). Children are dressed in clothes that are gendered; dresses for girls and pants for boys. The colors of the clothing to the types of toys children are given the symbolization of their gender. Parents play a significant role in the formation of gender role beliefs with their children. Children learn about the gendered behaviors within the family context through their parent's subtle messages about gender roles (Halpern & Perry-Jenkins, 2016). Children observe the behavior patterns from their parents and societal influences on appropriate gendered type roles in which will influence their gendered behaviors. Parents model socially accepted "gendered" practices to their children. Children learn about gender roles overtime through their parents actions within the household. Gender ideologies vary across households, and parents model behaviors which their children adopt. These behaviors may represent either traditional or egalitarian gender roles, for example, through domestic work and paid labor (Turner & Gervai 1995). In sum, culture plays a powerful role in how gender roles are embedded in individuals that shape men's and women's behaviors that carry over when they cohabitate, marry, and begin to start a family (Daly, 2004).

Gender roles are socially held beliefs about behaviors, occupations, and certain characteristics men and women should display and expected to engage that correspond to their gender role (Fischer & Anderson, 2012). For men, the
traditional gender role includes being the breadwinner and provide for the family. For women, the traditional gendered role includes being the caregiver for children and maintaining the household (e.g., cooking, cleaning, and laundry) (Deutsch & Saxon, 1998). Gender role ideology forms the opinions and beliefs about the division of labor within the household in terms of what is expected from men and women (Harris & Firestone; Kuli, 2016). Gendered ideologies are values, beliefs, and attitudes a person holds about the meaning of biological sex, gender, and how this transmission occurs within families (Kroska & Ellman, 2009). Gender roles stem from people’s indirect and direct observations of women and men in their social roles; therefore, role-constrained behavior provides crucial information because most behavior enacts roles (Eagly, Nater, Miller, Kaufmann, & Sczesny, 2020). Men and women’s gendered role ideologies are shaped due to traditional or egalitarian gendered behaviors adapted from home (Turner & Gervai, 1995).

**Traditional vs. Egalitarian Gender Role Beliefs**

Although gender role beliefs guide individual behaviors for men and women, the beliefs themselves are not the same from person to person. Current gender role research identifies two categories of gender role beliefs that have important differences in terms of what is identified as part of the gender role of men and women: traditional and egalitarian. Traditional gender role beliefs are those that reinforce or conform to expected differences in feminine and masculine roles (Kuli, 2016). The traditional perspective is the belief that work
within the home is solely based on gender. In contrast, egalitarianism is society’s minimization of differences between gender roles and the promotion of gender equality (Powell et al., 2009). Individuals with an egalitarian gender role perspective believe that roles should be shared equally among men and women and do not support the separation of work and family roles by gender (Kuli, 2016). Individuals with embedded traditional gender role beliefs, view the woman's primary adult role should revolve around the household; that is bearing children, rearing them, and caring for their husbands (Beeghley & Cochran, 1988). Moreover, individuals with traditional gender role beliefs have the expectations that females serve the role of wife and mother, and their obligations are to do housework, regardless of other demands (Robinson & Milkie, 1998). They believe that mothers are the primary caregivers in the home and responsible for cooking and cleaning, regardless of employment status. In contrast, egalitarian beliefs minimize the differences between the gender roles and fosters equality of both men's and women’s roles within work and family (Perrone-McGovern et al., 2014). Egalitarian beliefs are based on an agreement in which both partners equally will contribute financially and to the division of labor. Both partners working together to ensure that their household runs smoothly, will reduce daily stresses.

Gender role beliefs have an impact on the participation in household responsibilities of men and women. Individuals with traditional gender role beliefs feel strongly that domestic work occurs with women on housework and childcare
and men spending more hours on paid work. (Nomaguchi et al., 2005).

According to the traditional gender role perspective, a father’s role in the family is to be the breadwinner and sole provider for the family (Deutsch & Saxon, 1998). Traditional gendered roles exert the pressure of the sole provider role on fathers because of the entrenched social expectations of the good husband and father due to socially expected standards (Nomaguchi et al., 2005).

In households where individuals hold more traditional gendered role beliefs, working women have the responsibility of being the primary caregiver regardless of employment status, and men's sole responsibility is to be the main provider for his family (Katz-Wise, Priess, & Hyde, 2010). In egalitarian households, family structure reflects societal shifts in gender equality (Masterson & Hoobler, 2015). Specifically, married men and women share more equally in their responsibilities to support the family, rear the children, and care for one another (Beehergly & Cochran, 1988). Egalitarian fathers also co-parent with the mother and participate in the division of labor within the home (Milkie et al., 2002). Fathers with traditional gendered role beliefs who also participate in household responsibilities may perceive that one is doing more than one’s share, which is shaped in part by gendered norms (Wilkie, Ferree, & Ratcliff, 1998). Traditional gender role beliefs suggest that societal expectations associated with parent and spouse roles may differ by gender (Nomaguchi et al., 2005). For this reason, feelings of stress will vary for men and women, even though time spent on domestic work are equivalent (Nomaguchi et al., 2005).
Gender ideologies differ across individuals, and attitudes about appropriate displays of gender will vary (Bianchi et al., 2000). Traditional and egalitarian gender role beliefs can influence one’s perception that one is doing more than one’s share is shaped in part by gendered norms (Wilkie et al., 1998). Work and family roles may have different meanings for those who hold traditional than those egalitarian beliefs which can produce psychological consequences (Bird, 1999). Fathers gender role beliefs (traditional vs. egalitarian) can reinforce or confirm in their perception of increased household responsibilities (Kulik, 2016), which may lead to work-family conflict.

**Work-Family Conflict**

Work-family conflict is a form of inter-role conflict that most working individuals experience (Carlson, Kacmar & Williams, 2000). Work-family conflict is a form of inter-role conflict in which expectations and responsibilities from both the work and family roles are incompatible (Greenhaus & Beutell, 1985). Role conflict is the limited time and energy individuals have and the demands of contributing simultaneously to multiple roles (Greenhaus & Beutell, 1985; Kulik, 2016). Role demands refer to the responsibilities, requirements, expectations, duties, and commitments associated within that role (Netemeyer, Boles & McMurrian, 1996).

Individuals who are accustomed to primary responsibilities in one role and having to add to their daily routine may struggle in both. This role strain may result in a variation of negative outcomes in both the work and the family.
domains (Grzywacz & Marks, 2000). Person characteristics, such as work identity role salience or family identity role salience, are often related to work-family conflict (Frone, Russell, & Cooper, 1995; Grzywacz & Marks, 2000). Feelings of stress and being overworked are pillars of work-family conflict because of the time constraints and energy required to manage all work and family responsibilities (Matias, Ferriera, Vieira, Cadima, Leal & Matos, 2017).

There are three different forms of work-family conflict: time-based conflict, strained-based conflict, and behavior-based conflict (Carlson et al., 2000). Time-based conflict takes place when one role makes it challenging to participate in another role, strained-based conflict occurs when one role overlaps and disrupts participation in another role, and behavior-based conflict occurs when certain behaviors required in one role are incongruent with behavioral expectations in another role (Carlson et al., 2000; Greenhaus & Beutell, 1985). In each form of conflict, one set of role demands are incompatible with the other set of demands (Greenhaus & Beutell, 1985). The three forms of work-family conflict have two directions: conflict due to work interfering with family (WIF) and conflict due to family interfering with work (FIW) (Carlson et al., 2000).

Experiences of role conflict can cause psychological distress and depletion which diminishes the sense of one’s well-being (Kulik, 2016). Studies of working families have shown that work-life imbalance can minimize psychological wellbeing due to increased stress at both work and domains (Offer & Schneider, 2011). Work-family conflict can also have detrimental effects on an individual’s
work-life, family life, health, and wellbeing. A substantial body of evidence suggests that stress between family and work roles can lead to decreased psychological and physical wellbeing outcomes of workers (Kinnunen & Mauno, 1998). Furthermore, employed individuals are most likely to experience the effects of work and family conflict to a stronger degree (Blair & Obradović, 2018). The greater the demands from work and family the higher levels of work-family conflict, which can result in negative consequences in the health and wellbeing of individuals (Blair & Obradović, 2018).

Working fathers may experience stress due to working long hours going home to start their shift caring for the children. Research have found that fathers have also experienced levels of work-family conflict similar to those reported by mothers (Hill, 2005). After a long workday, fathers begin their second shift at home, such as helping the kids with their schoolwork and/or taking their extracurricular activities (i.e., soccer practice, baseball practice, play practice). Fathers experience work family conflict from the competing demands from both work and family roles.

**Psychological Wellbeing**

The demands endured from work and family can affect the domains of an individual, as family-life can interfere with work-life (Rafique & Ahmad, 2018) which can affect one’s psychological wellbeing. Numerous health issues have been linked to work-family conflict such as physical illnesses, depression, anxiety, lowered life satisfaction and lowered psychological wellbeing (Rafique &
Ahmad, 2018). Most studies of work family conflict have identified that it is a substantial threat to the health and wellbeing of an individual (Rafique & Ahmad, 2018). Past research on work-family conflict has concluded that women and mothers who increase the number of hours spent in a role also experience increased levels of work-family conflict (Huffman, 2014). It is important to also examine similarly the impact of men as fathers and their increased role involvement within the home and their experience of work-family conflict. Fathers who have increased their role in the family domain may be at increased risk for experiencing inter-role conflict, which may increase stress and affect their overall wellbeing. Fathers who experience work-family conflict can experience stress, which can negatively affect their well-being (Allard & Hwang, 2011). Research has consistently found that increased levels of work-family conflict are related to negative health outcomes frequently focusing on mental health alongside physical health (Gryzywacz & Bass, 2003; Blair & Obradović, 2018).

Current Study

In the light of increased workplace demands on both mothers and fathers, and the impact of gender ideologies on expectations about the distribution of household responsibilities in dual-earner couples, the primary purpose of the present study is to more carefully examine the impact of household responsibilities on working fathers experiences of work-family conflict, and subsequent well-being. Further, we seek to examine the potential moderating effects of gender role beliefs and work vs. family identity. Specifically:
Hypotheses

H1: There will be a positive relationship between level of household responsibilities and perceived stress.

H2: The relationship between level of household responsibilities and perceived stress will be mediated by work-family conflict.

H3: The relationship between level of household responsibilities and work-family conflict will be moderated by gender role identity (traditional vs. egalitarian). Specifically, the relationship will be stronger for fathers with traditional gender ideologies and weaker for fathers with egalitarian gender role ideologies.

H4: The relationship between level of household responsibilities and work-family conflict will be moderated by identity (work-first identity vs. family-first identity). Specifically, the relationship will be stronger for fathers with work-first identity and weaker for fathers with family-first identity.
Figure 1. Hypothesize Model
CHAPTER TWO

METHODS

Participants

Participants were working males, in dual earner families, who were married, or in a long-term relationship or in domestic partnership, and who had at least one child between the ages of 0-17. All couples were in heterosexual relationships. The sample size was 340 and age of participants ranged from 20 to 69 with an average of 38. The sample comprised of 6% African American, 14.4% Asian American, 58.6% Caucasian/White, 7.5% Hispanic/Latino/Latinx, 1.8% Native American, 3.9% Pacific Islander, and 7.8% other. Participant employment status were 4.2% part-time, 88% full-time, 6.3% self-employed, and 1.2% other. 51.4% of the participants work an average of 40 – 49 hours per week. (See Appendix I.)

Procedure

Participants were recruited using Amazon’s Mechanical Turk and Social Media platforms (Facebook and LinkedIn). The survey was administered using the Qualtrics survey platform. Participants were given a consent form before taking the survey. Surveys items consisted of Demographics, the Household Responsibilities Scale (Shafer, Scheibling & Milkie, 2020), a Work-Family Conflict Scale (Carlson et al., 2000), a Gender Role Attitudes Scale (Bird, Bird, & Scruggs, 1984), the Life Role Salience Scale (Amatea, Cross, Clark, & Bobby,
1986), and a Perceived Stress Scale (Miller, Medvedev, Hwang, & Singh, 2020). On average, participants took between 15-20 minutes to complete. A debriefing form was provided to the participants with information regarding the study, contact information, and participants using MTurk were compensated $1.00 for their participation.

**Measures**

**Household Responsibilities**

Household responsibilities was measured using a 13-item scale developed by (Shafer, Scheibling & Milkie, 2020). The measure included two sub-scales household tasks and childcare tasks, which were examined as a single dimension. The alpha reliability for the overall scale was $a = .85$. The household task items asked: “Please indicate your contribution on each task (cooking meals, doing laundry, shopping for groceries, cleaning up after meals, house cleaning).” The childcare task items asked “Please indicate your contribution on each task” (physically caring for younger children, talking with/listening to their concerns, monitoring their behaviors/whereabouts, preparing children for bed, reading to or with child, playing with child, organizing schedules or routines, and enforcing rules). Participants indicated the degree of their contributions from 1, “I do it all” to 5, “My partners does it all.” Items were reverse coded such that higher scores indicated a greater level of perceived family responsibilities.
Work-Family Conflict

Work-family conflict was measured using the 18-item scale developed by Carlson, Kacmar, and Williams (2000). The measure included six sub-dimensions including time-based WIF, time-based FIW, strained based WIF, strained-based FIW, behavior-based WIF and behavior based FIW. For the current study, items were collapsed in order examined work-family conflict as a single dimension. The alpha reliability for this current study was ($a = .96$). Sample items for the each of the six sub dimensions included: time-based WIF (My work keeps me from my family activities more than I would like), time-based FIW (The time I spend on family responsibilities often interfere with my work responsibilities), strained-based WIF (When I get home from work I am often too frazzled to participate in family activities/responsibilities), strained-based FIW (Due to stress at home, I am often preoccupied with family matters at work), behavior-based WIF (The problem-solving behaviors I use in my job are not effective in resolving problems at home), and behavior-based FIW(The behaviors that work for me at home do not seem to be effective at work). Participants indicated to the extent to which they agree with each statement by selecting 1, Strongly disagree to 5, Strongly agree.

Gender Role Beliefs

Gender role beliefs was measured using the 20-item Gender Role Attitudes developed by Bird, Bird, and Scruggs (1984). The measure included five sub-scales Wife as a Complement, Wife as a Coprovider and Codecider,
Wife as Employed Parent, Husband as Provider and Head, and Husband as Coprovider and Coparent. Items were collapsed across sub-dimensions such that Gender role beliefs were examined as a single dimension. The alpha reliability for this study was $a = .88$. The five subscales include Wife as a Complement (WC) (A married woman’s most important task in life should be caring for her husband and child(ren)), Wife as Coprovider and Codecider (WCC) (A women’s job should be just as important to her as encouraging her husband in his job), Wife as a Employed Parent (WEP) (An employed mother is able to establish just as warm and secure a relationship with her children as a mother who is not employed), Husband as Provider and Head (HPH) (A married man’s chief responsibility should be his job), and Husband as Coprovider and Coparent (HCC) (If both husband and wife are employed, he should be willing to share child-care responsibilities). Participants indicated to the extent that they strongly disagree to strongly agree with the statement by selecting 1, Strongly disagree to 7, Strongly agree. Higher scores indicated more egalitarian gender role beliefs and lower scores indicated more traditional beliefs.

Identity Salience

Identity salience was measured using the 20-item Life Role Salience Scale by Amatea, Cross, Clark, and Bobby (1986). The scale is comprised of four sub-scales including Occupational Role Reward Value, Occupational Role Commitment, Homecare Role Reward Value, and Homecare Role Commitment. Items from all sub-scales were collapsed and Identity salience was examined as
a single dimension. The alpha level for this study was $a = .88$. Sample items from
each of the four subscales include: Occupational Role Reward Value (ORRV) (Having work/a career that is interesting and exciting to me is my most important
life goal), Occupational Role Commitment (ORC) (I want to work, but I do not
want to have a demanding career), Homecare Role Reward Value (HRRV) (It is
important to me to have a home of which I can be proud of) and Homecare Role
Commitment (HRC) (I expect to leave most of the day-to-day details of running a
home to someone else). Participants indicated how they felt about the
statements 1, Strongly disagree to 7, Strongly agree. Higher values on the scale
indicated stronger career orientation and lower values indicated stronger family
orientation.

Wellbeing Scale

Wellbeing was be measured using the 10-item Perceived Stress scale (Miller, Medvedev, Hwang, & Singh, 2020). The alpha reliability for this study was
($a = .81$). The 10 items in the Perceived Stress scale survey ask to indicate the
frequency of experienced symptoms in the past month (Been upset, felt unable to
control, felt nervous, felt confident, things are going your way, could not cope,
able to control irritations, felt on top of things, been angered and could not
overcome). Participants indicated their response about the frequency of each
symptom in the past month by selecting 1, never to 5, always. Higher values on
the scale indicated greater levels of stress.
CHAPTER THREE

RESULTS

Data Screening

A total of 531 participant responses were collected. A total of 71 cases were screened out of the study because participants did not meet the study criteria [i.e., female (n=26) participants with no children (n=45)]. Data were also screened for cases that were not completed (n= 85), and for those that failed attention checks (n=35). A total 340 completed participant responses met the study criteria.

A missing value analysis was conducted and there were no missing data. The assumptions were examined through SPSS version 27. The assumption of normality was analyzed by examining study variables for violations of skewness and kurtosis no violations were noted. The assumption of normality was met. The assumption of linearity was analyzed through p-plots using SPSS and using the descriptive statistics analysis. An examination of the p-plots revealed that the assumption of linearity was met. The criteria set for univariate outliers was $z = \pm 3.30$, there were four cases with univariate outliers present in the data set, life role salience at $z = -3.59$ and household responsibilities scale at $z = 3.69$, $z = 3.38$, and $z = 3.32$. The criteria for multivariate outliers was set at $\chi^2 (7) = 24.322$, $p < 0.01$. Using the Mahalanobis distance, three multivariate outliers were identified with scores at 26.98, 27.38, 28.08, and filtered out from the data. After
screening out univariate and multivariate outliers the sample size was n=333. 
The initial survey consisted of the following measures: Household
Responsibilities, Gender Role Identity, Identity, Life Role Salience, Work-Family
Conflict, Kessler, and the Perceived Stress scale. The measurements that were
used for the final analysis were: Household Responsibilities, Gender Role
Identity, Life Role Salience, Work-Family Conflict and Perceived Stress Scale.
Life Role Salience was used to measure identity and Perceive Stress scale was
used to measure psychological wellbeing outcomes.

Model Hypothesis Testing

A path analysis was conducted using Mplus version 8.3 to test the hypotheses. The overall model fit the data well. Specifically, Comparative Fit
Index = .971 and Standardized Root Mean Square Residual = .030. The model
accounted for 31.3% of the variance in work family conflict and 42.2% of the variance in perceived stress.

The current study examined perceptions of household responsibilities and psychological wellbeing outcomes. The direct effects of household
responsibilities and perceived stress was tested. The moderation effect of gender role identity was tested between the relationship of household responsibilities and work-family conflict. The moderation effect of identity was tested between the relationship of household responsibilities and work-family conflict. The indirect effect of work-family conflict was tested between the relationship of household responsibilities and perceived stress (See Figure 2).
Direct Effects

Hypothesis 1 predicted that there would be a positive relationship between level of household responsibilities and perceived stress. Hypothesis 1 was supported, (b = 0.106, SE = 0.045, p < 0.05). Hypothesis 3 predicted that the relationship between level of household responsibilities and work family conflict would be moderated by gender role identity (traditional vs. egalitarian). Hypothesis 3 was supported, (b = .104, SE =.050, p < 0.05). Hypothesis 4 predicted that the relationship between level of household responsibilities and work-family conflict would be moderated by identity (work-first identity vs. family-first identity). Hypothesis 4 was not supported, (b = - .080, SE =.050, p = .11).

Indirect Effects

Hypothesis 2 predicted that the relationship between level of household responsibilities and perceived will be mediated by work-family conflict. Hypothesis 2 was not supported, (b = 0.056, SE =.032 p = .08). The indirect effect of the interaction between household responsibilities and gender role on perceived stress through work-family conflict was significant (b = 0.066, SE =.032 p < 0.05). The indirect effect of the interaction between identity on the relationship between household responsibilities and life role salience on perceived stressed through work-family conflict was not significant (b = -0.051, SE =.032 p = .114) (See Appendix J).
Note: * significant at the p < 0.05.

Figure 2. Model with Direct and Indirect effects of Household Responsibilities on Gender Role Identity, Identity, Work-Family Conflict and Perceived Stress.
Figure 3. Interaction effects of Gender Role Identity on Household Responsibilities and Work-Family Conflict

Figure 4. Interaction effects of Identity on Household Responsibilities and Work-Family Conflict.
CHAPTER FOUR
DISCUSSION

Research in the work family domain has primarily focused on women and mothers in the workplace leaving a gap in understanding working fathers and work-family conflict they may experience (Huffman et. al., 2014). In addressing the gap, the primary purpose of this study was to examine gender role ideologies, identity, work family conflict, and perceived stress in working fathers within dual earner households. As predicted, there was a positive relationship between household responsibilities and perceived stress in working fathers. The current study also examined traditional and egalitarian gender role beliefs and work-family conflict in working fathers. As predicted, the relationship between household responsibilities and work family conflict was moderated by gender role identity. Specifically, fathers with traditional gender role beliefs were associated with higher levels of work family conflict than those with egalitarian beliefs.

General Discussion

The present study found a positive relationship between household responsibilities and perceived stress in working fathers. In dual earner families, when mothers are employed, fathers feel an increased pressure to participate in family roles because mothers have less time to devote to household responsibilities (Ko, 2020). Due to feeling pressured, fathers share the roles of the caregiver and the provider which leads to stress because of the added
responsibilities (Kulik, 2016). As conveyed in the results, working fathers contributing to household responsibilities is associated with perceived stress, because they are adopting fatherhood and family responsibilities which is an important part of their daily agenda (Kulik, 2016).

Fathers are more involved in household tasks and childcare than they have been in the past (Ishii-Kuntz, 2013). The cultural images of the new father, being a caregiver with his children as well as the breadwinner for the family, have placed fathers with the pressures of meeting social expectations of working and contributing to household responsibilities, which has increased stress levels (Ranson, 2012). Traditional gendered role expectations of work and family portray fathers as breadwinners and mothers as caregivers, but with changing gender norms fathers are increasingly facing similar pressures as women “to do it all” (Kuo et. al., 2018). Our results were consistent with these concerns, as working fathers reported experiencing higher levels of work-family conflict in response to higher levels of household responsibilities.

The present study also found that the relationship between household responsibilities and work family conflict was moderated by gender role ideologies. These findings are consistent with previous research in which gender role ideologies impact working fathers (Kulik, 2016). Fathers have been expected to be more involved in caregiving at home (Humberd et. al., 2015), yet the embedded images of the ideal and devoted worker are still deeply rooted in our societal expectations, which has created conflicting expectations of what it
means to be a father (Humberd et. al., 2015). Societal gender role expectations play a role currently in working fathers and in how the division of labor should be distributed within the home (Ranson, 2012). Further, the internalization of gender-based norms and expectations impacts how fathers experience and respond to and work and family demands. The present study found that the relationship between household responsibilities and work-family conflict was greater for fathers with traditional gender role ideologies than for fathers with egalitarian ideologies. It may be possible that working fathers manifest their gender role attitudes regarding their traditional gender role perspectives, (Kulik, 2016), which may be associated with work-family conflict. Similarly, fathers with traditional gender role beliefs experience greater role incompatibility in their work and family roles. Work-family conflict is a form of inter-role conflict in which work, and family roles are mutually incompatible (Greenhaus & Beutell, 1985). Working fathers in dual earner families are expected to be both financially responsible for their children and involved in the caretaking (Matias et. al., 2017), which may lead to work-family conflict, particularly when aspects of the roles conflict with internalize gender-role expectations. As supported in our results, working fathers with traditional gender role beliefs reported higher levels of work-family conflict perhaps because of deeply ingrained beliefs that their role is to be the primary breadwinner and it is the mother’s responsibility to be responsible for caregiving and home, which creates role incompatibility. Moreover, fathers with egalitarian gender role beliefs may have a greater tendency to maintain the household
(Kulik, et al., 2016), and such responsibilities are consistent with their beliefs, and therefore many not experience work-family conflict.

The present study did not find support for the hypothesis that identity salience would moderate the relationship between household responsibilities and work-family conflict. Identities allow meaning to life and allows individuals to label themselves in the social roles they play (Bagger et. al., 2008). The role of identity salience is aligned with the prescriptive gender roles (Frear, et. al., 2019). Specifically, fathers with work identity salience align with traditional gender role beliefs and those with family identity salience align with egalitarian gender role beliefs (Frear et. al., 2019). Research has found, fathers that identify work as central to their own identity and balanced both work and family roles found work-family conflict to be unproblematic (McLaughlin & Muldoon, 2014). The results of this study were inconsistent with the expectations of identity moderating the relationship between household responsibilities and work-family conflict. One explanation might be that fathers who identify work as central to their identity and have work life balance may not experience work-family conflict.

Theoretical/Research Implications

Research in the work and family domain has primarily focused on working mothers and their experiences with work-family conflict. The present study contributes to the area of the work family research literature on understanding household responsibilities, gender role identity, identity salience, work-family
conflict, and perceived stressed in working fathers. Specifically, the present study has helped us gain a better understanding on how gender roles ideologies are associated with perceived stress in working fathers, as it is related to household responsibilities. Few studies have examined work-family conflict and fathers under the “new father” paradigm the incorporation of more neutral gender roles such as equal participation in the household and caregiving responsibilities (Huffman et. al., 2014). The results of this study that working fathers experience perceived stress when contributing to household responsibilities associated with work-family conflict. Work-family conflict are feelings of stress and being overwork and not having the time and energy to manage all responsibilities (Matias et. al., 2017). Fathers are experiencing role conflict which produces stress when responsibilities are increased and affects their mental wellbeing. This study has contributed to past research studies that have suggested that fathers are experiencing greater conflict between their work and family (Humberd et. al., 2014) because of trying to meet societal expectations of being the more involved father.

Fathers are more involved with household chores and caregiving, but societal gender role expectations continue to affect their levels of stress (Ranson, 2012). Gender role ideologies continue to manifest within the work-family interface (Huffman et. al., 2014) even though more fathers have adopted egalitarian gender roles and more involved with household responsibilities. Traditional gendered role norms continue to associate men with organizational
life and women with family life and organizations continue to be permeated by the expectations of the ideal worker for men (Humberd et. al., 2014). The manifestation of traditional gender role ideologies in working fathers continues to create conflict because of the societal pressures of being a more involved parent.

Although our study found null effects, future research should continue to examine the role that identity salience may play in how working fathers experience work and family demands and work-family conflict, and its association with stress. This may be specifically important to better understand how role identity salience affects working fathers’ experiences of increased household responsibilities and their impact on conflict and stress. The current study has demonstrated at an initial level in how identity role salience may influence work-family conflict in working fathers. Our results show that heightened levels of stress related to household responsibilities underscore the importance of understanding working fathers’ mental health outcomes. Additional research is recommended to better understand the mental health implications of household and family responsibilities on working fathers.

Practical Implications

Fathers are spending more time with their children now than they have been in the past (Kuo et, al., 2018). Today, more fathers then ever believe in sharing equal responsibility with mothers and continue to see themselves as secondary caregivers to mothers (Kuo et, al., 2018). The findings of the study in which household responsibilities is associated with perceived stress has provided
evidence to help develop and promote more work-life balance programs within organizations. Organizations currently offer work and family balance benefits for their employees. Research has found men are often unfamiliar or uninformed about workplace flexibility policies offered to them (Ewald, 2020). Gender norms reinforce fathers as workers and permeate through flexible working policies and work-family initiatives which are influenced by socially embedded assumptions about mothers’ and fathers’ work and family responsibilities (Ewald, 2020). Due to the lack of awareness, among men, of work-family policies, men, are often required to do their own research on what they are entitled to and may be unwilling to seek arrangements for themselves (Ewald, 2020). Organizations need to use language that encourages both men and women to use their work and family benefits to reduce work-family conflict. There have been some attempts to overcome the gendered nature of policies to use language for parents rather than mother, but the traditional nature of gender remains and are difficult to disentangle from work-family policy (Ewald, 2020). The results of this study can create an awareness for organizations to have policy writers to use language in their work-family policies in such a way that men also feel they are also entitled to the same policies as their female counter parts.

Limitations

This study had several limitations. First, the study was conducted during Covid-19 stay at home order, which may have impacted the results of the study. For many families, work and family arrangements changed. During the pandemic
many people lost their jobs and were experiencing high levels of stress due to the pandemic. At the same time, many people found themselves working remotely from home. Participants responded that their home and work arrangements has changed during the Covid-19 stay at home order. Many participants responded that they were working more from home than they have been in the office. Also, participants responded that their household responsibilities also increased. A common response was they were having to spend more time with their children, especially with their schoolwork because of distance learning. Participants also responded they were also working more from home. Due to Covid-19 stay at home order, families were spending more hours with work and household responsibilities. The work and family roles were blurred during the Covid-19 pandemic. Fathers in dual earning families were experiencing many changes with their children being home and working from home. For this reason, the work and home arrangements that change during the pandemic impacted the results of this current study.

Second, this study was a cross-sectional which prevents us from examining causality within the proposed relationships. Thus, we are able only to examine associations among variables. A longitudinal investigation of study relationships, which would have allowed us to examine the relationships among variables over time, would have afforded us the opportunity to more carefully to test for causal relationships.
Finally, this study used a gender role attitudes scale that contained heteronormative language that was appropriate for this context but may not apply to other relationships. The participants in this study were heterosexual couples and not same sex couples. Therefore, the gender role attitudes scale fit the purpose of this study and may not apply to other populations. Future research should also examine same sex couples in dual earner families to explore relationships between household responsibilities, work-family conflict, and perceived stress. To do so, however, may require alternative measurement tools.

Conclusion

The current study has shed light on the experiences of working fathers in dual earner families with children. Societal expectations continue to play a role in the gender role beliefs held by working fathers, and these beliefs matter in understanding the impact of contributing to household responsibilities. In short, fathers are experiencing work-family conflict and stress when contributing to work and family roles, and those experiences are impacted further by gender role beliefs. Today fathers are actively involved with their children and participating in household responsibilities, but fathers when continue to internalize traditional gender role beliefs, there may be a real impact on the work-family conflict and perceived stress they experience.
APPENDIX A

DEMOGRAPHICS
1. What is your age?

2. What is your gender?
   - Male
   - Female

3. What is your race/ethnicity?
   - African American
   - Asian American
   - Caucasian/White
   - Hispanic/Latino/Latinx
   - Middle Eastern
   - Native American
   - Pacific Islander
   - Other

4. What is your relationship status?
   - Single
   - Married
   - Committed Relationship
   - Domestic Partnership
   - Separated
   - Divorce
   - Widow/Widower

5. Employment Status
   - Part time
   - Full time
   - Self-Employed
   - Other

6. What is your job level?
   - Entry Level
   - Low Level Manager
   - Mid Level Manager
   - High Level Manager
7. How many hours do you work per week?
   - Some High School
   - High School Graduate or Equivalent
   - Trade or Vocational Degree
   - Some College
   - Associate Degree
   - Bachelors Degree
   - Graduate or Professional Degree

8. How many hours do you work per week?
   - 0-9
   - 10-19
   - 20-29
   - 30-39
   - 40-49
   - 50-59
   - 60+

9. Annual Income
   - 0 – 15,000
   - 15,001 – 30,000
   - 30,001 – 45,000
   - 45,001 – 60,000
   - 60,001 – 75,000
   - 75,001 – 90,000
   - 90,001 -105,000
   - 105,001 – 120,000
   - 120,001- 135,000
   - 135,001 and above

10. How many children currently live in your household?
    - Children, 0 -5  ____
    - Children, 6 -10 ____
    - Children 11 -14 ____
    - Children 15 -18 ____

11. Do you have elder care responsibilities?
    - Yes
    - No
Covid-Related
12. Are you working from both home and work, due to Covid-19 stay at home order?
   - Yes
   - No

13. Are you working strictly from home (remotely) due to Covid-19 stay at home order?
   - Yes
   - No

14. Due to Covid-19 stay at home order, are you unable to work from home?
   - Yes
   - No

15. Due to the Covid-19 stay at home order, are you doing more work, since working from home?
   - Yes
   - No

16. Due to Covid-19 stay at home order, how have your current work arrangements changed due to Covid-19? (Please respond N/A if it does not apply to you)
    ____________

17. Due to Covid-19 stay at home order, how has your home responsibilities changed?
    (Please respond N/A if it does not apply to you)
    ____________
APPENDIX B

HOUSEHOLD RESPONSIBILITIES
Household Task Sharing (Shafer, Scheibling & Milkie, 2020).

The following are statements about Household responsibilities that partners share when taking care of their home and family. Every family distributes them in different ways, and we would like to know how they are distributed in your family.

1= I do it all  2= I do more if it 3=We share it equally 4= My partner does it more 5= My partner does it all

Directions: For each statement, please indicate which distribution best describes your arrangement.

1. Cooking Meals
2. Doing Laundry
3. Shopping for Groceries
4. Cleaning up after meals
5. House Cleaning

Child-Care Task Caring Scale (Shafer, Scheibling & Milkie, 2020).

The following are statements about childcare responsibilities that partners share when taking care of their home and family. Every family distributes them in different ways, and we would like to know how they are distributed in your family.

1=Father all 2= Father most 3= Equally 4= Mother Most  5=Mother All

Directions: For each statement, please indicate which distribution best describes your arrangement.

1. Physically caring (younger children)
2. Talking about/Listening to their concerns
3. Monitoring their behaviors/Whereabouts
4. Preparing children for bed
5. Reading to or with child
6. Playing with child
7. Organizing schedules and routines
8. Enforcing rules
APPENDIX C

WORK-FAMILY CONFLICT SCALE
Work-Family Conflict Scale (Carlson et al., 2000)
Please read each of the following work/family statements very carefully. Please indicate the extent to which you agree or disagree with each statement.

1 = Strongly disagree, 2 = Disagree, 3 = Neither agree or disagree, 4 = Agree, 5 = Strongly disagree

*Time-Based work interference with family*
1. My work keeps me from my family activities more than I would like.
2. The time I must devote to my job keeps me from participating equally in household responsibilities and activities.
3. I have to miss family activities due to the amount of time I must spend on work responsibilities.

*Time-based family interference with work.*
4. The time I spend on family responsibilities often interfere with my work responsibilities.
5. The time I spend with my family often causes me not to spend time in activities at work that could be helpful to my career.
6. I have to miss work activities due to the amount of time I must spend on family responsibilities.

*Strained-based work interference with family.*
7. When I get home from work I am often too frazzled to participate in family activities/responsibilities.
8. I am often so emotionally drained when I get home from work that it prevents me from contributing to my family.
9. Due to all the pressures at work, sometimes when I get home I am too stressed to do the things I enjoy.

*Strained based family interference with work*
10. Due to stress at home, I am often preoccupied with family matters at work.
11. Because I am often stressed from family responsibilities, I have a hard time concentrating on my work.
12. Tension and anxiety from my family life often weakens my ability to do my job.

*Behavior-based work interference with family*
13. The problem-solving behaviors I use in my job are not effective in resolving problems at home.
14. Behavior that is effective and necessary for me to work would be counterproductive at home.
15. The behaviors I perform that make me effective at work do not help me to be a better parent and spouse.
Behavior-based family interference with work
16. The behaviors that work for me at home do not seem to be effective at work.
17. Behavior that is effective and necessary for me at home would be counterproductive at work.
18. The problem-solving behavior that work for me at home does not seem to be as useful at work.
APPENDIX D

GENDER ROLE ATTITUDES SCALE
Gender Role Attitudes Scale (Bird, Bird, & Scruggs, 1984)
Please read each of the following statements very carefully. Please indicate the extent to which you strongly disagree or strongly agree with each statement.

1= Strongly disagree, 2= disagree, 3 = somewhat disagree 4=Neither agree or disagree, 5= Somewhat Agree, 6= Agree, 7= Strongly Agree.

Wife as Complement
1. A married woman’s most important task in life should be caring for her husband and child(ren).
2. A married woman’s greatest reward and satisfaction come through her child(ren).
3. A wife should give up her job whenever it interferes with fulfilling her roles as wife and mother.

Wife as Coprovider and Codecider
4. A woman’s job should be just as important to her as encouraging her husband in his job.
5. A wife should be able to make long-range plans for her occupation just as her husband does.
6. A wife should have equal authority with her husband in making family decisions.

Wife as Employed Parent
7. An employed mother is able to establish just as warm and secure a relationship with her children as a mother who is not employed.
8. More day-care centers and nursery schools should be available for mothers who choose to work.
9. A mother of young children should work only if the family needs the money.

Husband as Provider and Head
10. A married man’s chief responsibility should be his job.
11. A married man’s most important task in life should be providing economic support for his wife and child(ren).
12. A married man’s greatest reward and satisfaction should be through his job.
13. The husband should be head of the family.
14. A husband should have final authority in making family decisions.

Husband as Coprovider and Coparent
15. If both husband and wife are employed, he should be willing to share child-care responsibilities.
16. If both husband and wife are employed, he should be willing to share household tasks.
17. A husband should be just as willing as a wife to stay home and from work and care for a sick child.
18. A husband should not be bothered if his wife makes more money than he does.
19. A husband should not be upset if his wife’s job sometimes requires her to be away from home overnight.
20. If both husband and wife are employed, he should be willing to move if she is offered a better job in another town.
a Items that are reversed coded.
APPENDIX E

WORK-FAMILY CENTRALITY SCALE
Work-family centrality scale (Carr, Boyer, and Gregory 2018).
Please read each of the following statements very carefully. Please indicate the response the describes your day to day priorities to which you strongly disagree or strongly agree with each statement.

1= Strongly disagree, 2= disagree, 3 = somewhat disagree 4=Neither agree or disagree, 5= Somewhat Agree, 6= Agree, 7= Strongly Agree.

1. In my view, an individual’s personal life goals should be work-oriented rather than family-oriented.
2. The major satisfaction in my life comes from my work rather than my family.
3. The most important things that happen to me involve my work rather than family.
4. Work should be considered central to life rather than family.
5. Overall, I consider work to be more central to my existence than family
APPENDIX F

LIFE ROLE SALIENCE SCALE
Life Role Salience Scale (LRSS) (Amatea, Cross, Clark, & Bobby, 1986)
1= Strongly disagree, 2= Disagree, 3 = Somewhat disagree 4=Neither agree or Disagree, 5= Somewhat Agree, 6= Agree, 7= Strongly Agree.

Directions: Indicate how you feel about each of the statements below

Occupation Role Reward Value
1. Having work/ a career that is interesting and exciting to me is my most important life goal.
2. I expect my job/career to give me more real satisfaction than anything else I do.
3. Building a name and reputation for myself through work/a career is not one of my life goals. (Reversed Item)
4. It is important to me that I have a job/career in which I can achieve something of importance.
5. It is important to me to feel successful in my work/career.

Occupational Role Commitment
1. I want to work, but I do not want to have a demanding career. (Reversed Item)
2. I expect to make as many sacrifices as are necessary in order to advance in my work/career.
3. I value being involved in a career and expect to devote the time and effort needed to develop it.
4. I expect to devote a significant amount of my time to building my career and developing the skills necessary to advance in my career.
5. I expect to devote whatever time and energy it takes to move up in my job/career field.

Homecare Role Reward Value
1. It is important to me to have a home of which I can be proud.
2. Having a comfortable and attractive home is of great importance to me.
3. To have a well-run home is one of my life goals.
4. Having a nice home is something to which I am very committed.
5. I want a place to live, but I do not really care how it looks. (Reversed Item)

Homecare Role Commitment
1. I expect to leave most of the day-to-day details of running a home to someone else. (Reverse Item)
2. I expect to devote the necessary time and attention to having a neat and attractive home.
3. I expect to be very much involved in caring for a home and making it attractive.
4. I expect to assume the responsibility for seeing that my home is well kept and well run.
5. Devoting a significant amount of my time to managing and caring for a home is not something I expect to do.
APPENDIX G

PERCEIVED STRESS SCALE
Perceived Stress Scale (Miller, Medvedev, Hwang, & Singh, 2020)
1=Never 2=Sometimes 3=About half the time 4= Most of the Time 5=Always
Directions: The statement below ask about your feelings and thoughts you have had during the last month.

Please indicate how often you have felt or thought a certain way.
In the last month, how often have you.

1. Been Upset
2. Felt unable to control
3. Felt Nervous
4. Felt confident
5. Things are going your way.
6. Could not cope.
7. Able to control irritations.
8. Felt on top of things.
10. Could not overcome.
APPENDIX H

KESSLER SCALE
(Kessler et. al., 2002)

1= Most of the Time 2=Some of the Time 3= A little of the Time 4= None of the Time

Directions: During the last 30 days how often did
  1. you feel anxious or tense?
  2. you feel nervous?
  3. you worried a lot about things?
  4. had trouble keeping your mind on what you were doing?
  5. you feel restless or fidgety?
  6. you feel sad or depressed?
  7. you feel hopeless?
APPENDIX I

DEMOGRAPHICS TABLE
Table 1

Demographics

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>20</td>
<td>6.0</td>
</tr>
<tr>
<td>Asian American</td>
<td>48</td>
<td>14.4</td>
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<td>Caucasian/White</td>
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<td>58.6</td>
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<td>Hispanic/Latino/Latinx</td>
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<td>7.5</td>
</tr>
<tr>
<td>Native American</td>
<td>6</td>
<td>1.8</td>
</tr>
<tr>
<td>Pacific Islander</td>
<td>13</td>
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<td>Trade or Vocational Degree</td>
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</tr>
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<td>Average Hours Worked Per Week</td>
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<tr>
<td>------------------------------</td>
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<td>0-9</td>
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<td>50-59</td>
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<td>60+</td>
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<td>Total</td>
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<th>Annual Income</th>
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<td>0 - 15,000</td>
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<td>15,001 - 30,000</td>
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<td>30,001 - 45,000</td>
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<td>75,001 - 90,000</td>
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<td>90,001 - 105,000</td>
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<td>120,001 - 135,000</td>
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<td>135,000 and above</td>
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<td>7.8</td>
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<tr>
<td>Total</td>
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<table>
<thead>
<tr>
<th>Children living in household</th>
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<td>6 - 10 yrs old</td>
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<td>11 - 14 yrs old</td>
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<td>15 - 18 yrs old</td>
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APPENDIX J

BIVARIATE CORRELATIONS OF VARIABLES AND SUBSCALES
Table 2
Bivariate correlations of variables and subscales

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<th>Variable</th>
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<th>9</th>
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<th>12</th>
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<td>wife as complement</td>
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<td>0.55</td>
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<td>husband as provider and head</td>
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<td>0.26</td>
<td>0.28</td>
<td>0.23</td>
<td>0.05</td>
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<td>Perceived Stress</td>
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</table>

Note: M and SD represent mean and standard deviation. * Significant at the p < 0.05 ** Significant at the p < 0.01
APPENDIX K

IRB APPROVAL LETTER
December 21, 2020

CSUSB INSTITUTIONAL REVIEW BOARD
Administrative/Exempt Review Determination
Justia Determined Exempt
IRB-FY2021-158

Mark Agans
CSUSB - Psychology
California State University, San Bernardino
5500 University Parkway
San Bernardino, California 92407

Dear Mark Agans:

Your application to use human subjects, titled “Household Responsibilities and Experiences of Work-Family Conflict and Well-being among Fathers: The Role of Identity and Gender Role Beliefs” has been reviewed and approved by the Chair of the Institutional Review Board (IRB) of California State University, San Bernardino has determined that your application meets the requirements for exemption from IRB review Federal requirements under 45 CFR 46. As the researcher under the exempt category you do not have to follow the requirements under 45 CFR 46 which requires annual renewal and documentation of written informed consent which are not required for the exempt category. However, exempt status still requires you to obtain consent from participants before conducting your research as needed. Please ensure your CITI Human Subjects Training is kept up-to-date and current throughout the study.

The CSUSB IRB has not evaluated your proposal for scientific merit, except to weigh the risk to the human participants and the aspects of the proposal related to potential risk and benefit. This approval notice does not replace any departmental or additional approvals which may be required.

Your responsibilities as the researcher/investigator include reporting to the IRB Committee the following three requirements highlighted below. Please note failure of the investigator to notify the IRB of the below requirements may result in disciplinary action.

- Submit a protocol modification (change) form if any changes (no matter how minor) are proposed in your study for review and approval by the IRB before implementation in your study to ensure the risk level to participants has not increased.
- If any unanticipated/adverse events are experienced by subjects during your research, and
- Submit a study closure through the Cayuse IRB submission system when your study has ended.

The protocol modification, adverse/unanticipated event, and closure forms are located in the Cayuse IRB System. If you have any questions regarding the IRB decision, please contact Michael Gillespie, the Research Compliance Officer, Mr. Michael Gillespie can be reached by phone at (909) 537-7588, by fax at (909) 537-7020, or by email at mgilles@csusb.edu. Please include your application approval identification number (listed at the top) in all correspondence.

If you have any questions regarding the IRB decision, please contact Dr. Jacob Jones, Assistant Professor of Psychology. Dr. Jones can be reached by email at Jacob.Jones@csusb.edu. Please include your application approval identification number (listed at the top) in all correspondence.

Best of luck with your research.

Sincerely,

Nicole Daley

Nicole Daley, Ph.D., IRB Chair
CSUSB Institutional Review Board
NOIMG
REFERENCES


