

Work–Family Balance and Alternative Work Schedules: Exploring the Impact of 4-Day Workweeks on State Employees

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Abstract

In 2008, the State of Utah implemented a 4-day workweek for their employees. This article examines the impact on employees using a postimplementation survey. For employees on the 4-day schedule, there were no significant differences by gender on work–family balance or on the impact of the schedule. However, women did demonstrate slightly more positive attitudes toward the 4-day schedule. Employees with children at home reported lower work–family balance and greater impact of the 4-day schedule. In contrast, no difference in attitudes toward the 4-day schedule was found by age, although work–family balance differed among age groups. There were differences in work–family balance between employees on the 4-day schedule and those on traditional schedules; however, the more substantial factor was whether an employee selected his or her schedule. The current study highlights the importance of engaging employees when making significant organizational changes, such as transitioning from traditional work schedules to alternative schedules.

Keywords

work–family balance, alternative work schedules, compressed workweek

Introduction

Around the globe, employers in every sector of the economy are seeking strategies to improve employee productivity and work environments. This issue is especially

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The Impact Of Work Schedules On The Family

Kadri Täht, Melinda Mills



The Impact Of Work Schedules On The Family:

The Impact of Work Schedules on the Family Graham L. Staines, Joseph H. Pleck, 1983 Occupational psychology research report survey of the impact of arrangement of working time on family life in the USA examines repercussions of flexible hours of work shift work etc On child care and mental stress of parents working mothers and dual career couples discusses evaluation techniques interview questionnaire Bibliography statistical tables table

Balancing Jobs and Family Life Halcyone H. Bohen, Anamaria Viveros-Long, 1981 Monograph on the effects of flexible hours of work on conflicting demands of parenting and employment esp Of married women woman workers in the USA based on a survey of civil servants in Washington D C considers sociological aspects and psychological aspects the influence of traditional sexual division of labour the effect on quality of working life child care job satisfaction etc and explains research methodology incl Data collecting and data analysis Bibliography pp 257 to 329 and tables

Social and Family Issues in Shift Work and Non Standard Working Hours Irena Iskra-Golec, Janet Barnes-Farrell, Philip Bohle, 2016-07-13 This book explores the effects of shift work and non standard working hours on family and social life It features analysis and case studies from an international body of researchers from Europe the Americas and Australia It includes contributions from Germany the United States the Netherlands Croatia Italy Poland Australia and Brazil that fully examine this increasingly prevalent and global issue The book starts by introducing the problems of work family linkages shift work and non standard work hours Next it details the consequences of specific features of shift schedules such as decreased opportunities for social participation family problems and negative effects on partners and children as well as the impact of working time arrangements on work family conflict over time The book then looks at the consequences of shift work and non standard work hours on family members and the workers themselves including the sleep and daytime functioning of adolescent family members and the ways that non standard work schedules intersect with the particular challenges and stresses of family responsibilities and strategies that workers use to manage these challenges in sectors where non standard schedules are the norm Last the book considers the role of individual differences in understanding problems of work family relationships including a consideration of safety and health at work from the perspective of gender and an examination of the moderating role of chronotype and circadian type characteristics on work family conflict and work family facilitation among male shift workers

Challenges for Work and Family in the Twenty-First Century Dana Vannoy, Paula Dubeck, Stimulated by unprecedented and complex changes in the nation s social landscape the fourteen original papers in the present volume attempt to recast our approach to existing institutional arrangements between family and economy The authors set the stage for redefinitions that give meaning and place to individuals thus serving broader social goals

The Impact of ICT on Quality of Working Life Christian Korunka, Peter Hoonakker, 2014-04-25 This book discusses the impact and effects of Information and Communication Technologies ICT on quality of working life of employees It describes the changes and the acceleration of processes caused

by the widespread use of ICT in a broad range of working areas and in different national contexts It explores the important role ICT has come to play in nearly all work places in developed societies and the impact it is starting to have on work places in developing countries The book brings together experts from the fields of ICT and quality of working life and from a variety of backgrounds and disciplines including sociology psychology industrial engineering and macro ergonomics It discusses the range of current positive and negatives effects as well as the possible increase of both kinds of effects in the future The final chapter of the book integrates the diverse perspectives of the authors and gives recommendations on how to increase the possible positive outcomes and to diminish negative effects of ICT in an accelerated society

Work-Family Challenges for Low-Income Parents and Their Children Ann C. Crouter, Alan Booth, 2014-04-04 The area of work and family is a hot topic in the social sciences and appeals to scholars in a wide range of disciplines There are few edited volumes in this area however and this may be the only one that focuses on low income families a particularly important group in this era of welfare to work policy Interdisciplinary in nature the volume brings together contributors from the fields of psychology social work sociology demography economics human development and family studies and public policy It presents important work family topics from the point of view of low income families at a time in history when welfare to work programs have become standard Divided into four parts each section addresses a different aspect of the topic consisting of a big picture lead essay which is followed by three papers that critique extend and supplement the final paper Many of the chapters address important social policy issues giving the volume an applied focus which will make it of interest to many groups Serving to organize the volume these issues and others have been encapsulated into four sets of anchor questions How has the availability content and stability of the jobs available for the working poor changed in recent decades How do work circumstances for low income families vary as a function of gender family structure race ethnicity and geography What implications do these changes have for the widening inequality between the haves and have nots What features of work timing matter for families What do we know about the impacts of shift work long hours seasonal work and temporary work on employees their family relationships and their children s development How are the child care needs of low income families being met What challenges do these families face with regard to child care and how can child care services be strengthened to support parents and to enhance child development How are the challenges of managing work and family experienced by low income men and women The primary audience for the book is academicians and their students policy specialists and people charged with developing and evaluating family focused programs The volume will be appropriate for classroom use in upper level undergraduate courses and graduate courses in the fields of family sociology demography human development and family studies women s studies labor studies and social work

Men's Changing Roles in the Family Robert A Lewis, Marvin B Sussman, 2014-05-01 How are men reacting to perceiving and behaving in light of the changes in gender roles Here is an important volume that provides new and interesting reading about contemporary husbands and fathers Men s Changing Roles in the Family offers

an overview of the causes and consequences of changes in men's family roles in recent decades Experts introduce you to the issues problems and methods on the cutting edge of those disciplines that study men in the context of their families Until now relatively little has been known empirically about men in contemporary families and even less has been known about husbands and fathers from direct reports of the men themselves This groundbreaking volume successfully closes this gap in the literature with an examination of the effects that fathers' growing involvement with their children have on their wives and themselves a clinical assessment of some men's angry reactions to separation and divorce and those special therapeutic goals and strategies that may help reduce their distress examinations of the conflicting demands of the work world and the family upon some contemporary husbands and fathers and the negative effects of nonstandard work schedules upon men's family life and an examination of factors that make many men unhappy in patriarchal family structures Men's Changing Roles in the Family also contributes toward breaking new ground by examining family roles now performed by special groups of men Finally this important volume reports empirical findings about men in family like relationships illustrating evidence for the unique roles that male caregivers can offer children in day care centers and reviewing current empirical studies of men's friendships and their development

Out of Time Kadri Täht, Melinda Mills, 2015-12-14 This pioneering work aims at understanding the impact of non standard evening night weekend working time on family cohesion meaning parent child interaction partnership quality and divorce or partnership dissolution Out of time the Consequences of Non standard Employment Schedules for Family Cohesion is the first work to treat this important topic in a cross national comparative way by using data from two large comparable surveys The impact of work in non standard schedules on workers can be divided into individual and social consequences Research so far has shown the clear individual effects of these schedules such as increased stress levels and sleeping and physical disorders There is less clarity about social consequences Either no or positive effects of these types of schedules on workers and their families are found or a significant negative impact on the relations between the workers and others especially other members of the family is shown in research results This Brief compares the Netherlands and the United States of America countries that both show a high prevalence of non standard schedule work whereas both operate in very different institutional and welfare regime settings of working time regulation By combining both quantitative and qualitative data the authors are able to provide generalized views of comparative surveys and challenging those generalizations at the same time thus enabling the reader to get a better understanding and more balanced view of the actual relationship between non standard employment schedules and family cohesion

Health Impact Assessment in the United States Catherine L. Ross, Marla Orenstein, Nisha Botchwey, 2014-03-12 A new public policy initiative is proposed or a large scale construction project What is its potential impact on the health of the population Are there adverse effects to address health benefits to be promoted some combination of both A Health Impact Assessment HIA is a cross disciplinary means of answering these and other complex questions so programs projects or policies can be adjusted

accordingly Health Impact Assessment in the United States analyzes the goals tools and methods of HIA and the competencies that are central to establishing best practices It sets out the core principles that differentiate HIA from environmental and similar assessments fleshing them out with case examples from the U S and abroad Details of each step of the HIA process take follow through into account giving readers insights into not only collecting and evaluating data but also communicating findings effectively to decision makers and stakeholders The book s expert coverage includes The importance of HIA to policy development Introduction to public health community planning and health assessment Overview of the core concepts of HIA with illustrative examples Step by step guide to conducting an HIA from screening to evaluation Emerging technologies shaping HIA tools and procedures Appendices featuring sample assessment sections and other resources The HIA has an increasingly vital place in the future of health related policy making Health Impact Assessment in the United States a valued manual and critical ideabook for students and practitioners in public health public policy urban planning and community planning This book charts the growth of HIA in the United States and provides invaluable guidance on conducting HIAs and utilizing their results Very highly recommended Howard Frumkin MD DrPH Dean University of Washington School of Public Health This new book by three internationally recognized leaders in the field provides a practical guide to using this tool to identify important but often unrecognized opportunities and risks for health created by decisions in transportation housing energy and other sectors Aaron Wernham Director of the Health Impact Project a collaboration of the Robert Wood Johnson Foundation and The Pew Charitable Trusts This book makes an important contribution to the health impact assessment field and is a great resource for practitioners researchers and students it helps the reader to not only understand HIA but to do it Ben Harris Roxas Conjoint Lecturer Centre for Primary Health Care and Equity University of New South Wales Health Section Co Chair International Association for Impact Assessment Consultant Harris Roxas Health Health Impact Assessment in the United States is an important resource helping to uncover hidden causes of health inequities in proposals and identifying potential solutions before the proposals are implemented Angela Glover Blackwell Founder and CEO PolicyLink

Occupational and Environmental Health Barry S. Levy, 2011-01-25 Toxicology **Long Work Hours Culture** Ronald J. J. Burke, Cary L. Cooper, 2008-08-22 Coming to grips with work hours requires difficult choices by individuals families organizations and society at large This title examines the effects of work hours on individual family and organizational health It also considers why some people work long hours and the potential costs and benefits of this investment *Managing Diversity in Today's Workplace* Michele A. Paludi, 2012-04-23 This four volume set provides updated empirical research and best practices for understanding and managing workplace diversity in the 21st century including issues of gender race generation disability sexual orientation national origin and age As the demographics of workplaces in the United States continue to evolve to include more women employees a growing percentage of aged employees and greater racial diversity a broad understanding of human resource management issues in multiple functions is

necessary Today's workplace professionals need to be up to speed on best practices for staffing training and development performance appraisals work family integration compensation health and safety equal employment opportunity disciplinary strategies and labor relations just to mention a few of the most important issues Contributors to this exhaustive four volume set include human resource consultants employers scholars management consultants and therapists offering proven workable solutions to assist employers in managing diversity in the 21st century workforce The books cover topics such as diverse succession planning formal mentoring programs discrimination in religious organizations transgender female workers flexible work schedules generational cohorts and paid leave policy This set will provide a lay professional reader with a thorough understanding of managing diversity in the modern workplace and serve as an essential resource for employers labor attorneys and human resource specialists

Journal of Leisure Research ,1984 **The Work-Family Interface in Global Context** Karen Korabik,Zeynep Aycan,Roya Ayman,2017-04-07 Based on a sweeping ten country study The Work Family Interface in Global Context comprises the most comprehensive and rigorous cross cultural study of the work family interface to date Just as work family conflict is associated with negative consequences for workers organizations and societies so too can the work and family domains interact positively to enhance or enrich one another Drawing on qualitative quantitative and policy based data chapters in this collection explore the influence of culture on the work family interface in order to help researchers and managers understand the applicability of work family models in a variety of contexts and further conceptualize work family interactions through the development of a more universal knowledge

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Families, Care-Giving and Paid Work Nicole Busby, Grace James, 2011-01-01 Balancing paid work and family life remains a significant challenge indeed the challenges are intensifying as economic austerity threatens the pursuit of gender equality This excellent book provides extensive justifications for laws and policies which encourage and facilitate the reconciliation of paid work family life and care giving It provides a wealth of data from a number of jurisdictions and examines recent trends It is vital that this area of law and policy is protected and developed and this book plays an important role in that process Clare McGlynn Durham University UK This unique selection of chapters brings together researchers from a variety of academic disciplines to explore aspects of law s engagement with working families It connects academic debate with policy proposals through an integrated set of approaches and perspectives Families Care giving and Paid Work offers an original approach to a very topical area Not only does it consider the limitations of law in relation to the regulation of care giving and workplace relationships but it is premised upon a re consideration of law s potential and engages with suggested strategies for bringing about long term social change Offering a range of analyses this book will strongly appeal to policymakers and practitioners involved with promoting work and family issues students in labour and employment studies law and social policy as well as academics interested in work and family reconciliation issues or gender and law issues *The Work and Family Handbook* Marcie Pitt-Catsoupes, Ellen Ernst Kossek, Stephen Sweet, 2015-11-30 This handbook will be a welcomed source of information on work and family issues for a variety of students and academics in fields of social work psychology sociology organizational behavior human resource management business and other disciplines [The Wiley Blackwell Handbook of the Psychology of Occupational Safety and Workplace Health](#) Sharon Clarke, Tahira M. Probst, Frank W. Guldenmund, Jonathan Passmore, 2015-09-23 A Wiley Blackwell Handbook of Organizational Psychology focusing on occupational safety and workplace health The editors draw on their collective experience to present thematically structured material from leading thinkers and practitioners in the USA Europe and Asia Pacific Provides comprehensive coverage of the major contributions that psychology can make toward the improvement of workplace safety and employee health Equips those who need it most with cutting edge research on key topics including wellbeing safety culture safety leadership stress bullying workplace health promotion and proactivity *Work, Family, Health, and Well-Being* Suzanne M. Bianchi, Lynne M. Casper, Rosalind Berkow King, 2006-04-21 This work grew out of a conference held in Washington D C in June 2003 on Workforce Workplace Mismatch Work Family Health and Well Being sponsored by the National Institute of Health NIH The text considers multiple dimensions of health and well being for workers and their families children and communities *Managing Work-Life Balance in Construction* Helen Lingard, Valerie Francis, 2009-04-09 Work in the construction industry is particularly tough It demands excessively long hours and frequent weekend work Other characteristics are

particularly marked such as re location job insecurity and distinctive behavioural patterns which negatively affect employees personal lives further Work life balance has emerged as one of the most pressing management issues in the 21st century For construction managers dealing with traditional models of work and rigid work schedules the issue may be especially difficult to manage and yet the work life balance is now recognised as an issue of strategic importance to the construction industry It is critical to the construction industry s continued ability to attract and retain a talented workforce and it is also inextricably linked to organizational effectiveness and employees well being This book presents the argument for the management of work life balance in the construction industry It maps the changes to the workforce demographic profile and the changing expectations relating to work and personal life that occurred during the second half of the 20th century Legal imperatives for managing work life balance are set out It also presents work life balance theory and discusses the practical implications of research along with extensive empirical data collected from the industry Lastly practical advice is provided about what construction organizations can and should do to manage work life balance This provides a unique guide to a key issue

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