



ROLE DEMANDS AND OVERALL HAPPINESS



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Being able to obtain a balance between role demands performed on a daily basis is immensely important for our physical and mental health. The research evaluates if individuals who are able to obtain a balance between work and personal life roles are happier. Furthermore the study evaluated if gender plays a role within levels of work-life balance and happiness. In order to measure work-life balance and happiness, 119 individuals had to take the following surveys through Qualtrics: Assessing Work-Life Balance by Neal Whitten and Subjective Happiness scale by Dr. Sonja Lyubomirsky. The results revealed that there is no correlation between work-life balance and happiness scores; however, these scores varied by gender.

Previous Research

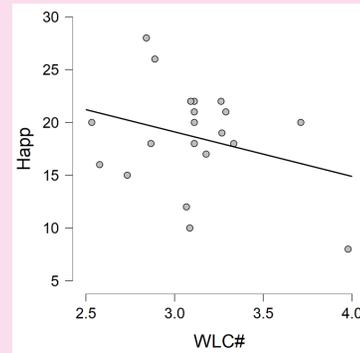
- Individuals who had work fatigue had an increase of work family conflict due to difficulty balancing life roles (Xu et. al 2019).
- Organizational commitment relates to job satisfaction and work-life balance; organizational commitment can fluctuate depending on supervisor support toward an employee (Fan 2018).
- Mindfulness can decrease work-family conflict (Montes-Maroto et. al 2018).
- Most people report trouble balancing work-family life, but this depends on the number of children (Parchomiuk 2020).
- The amount of housework an individual performs has an impact on the number of resources an individual has available, and can affect how one balances various roles performed in daily life (Orellana et. al 2020).
- There is a positive correlation between work-family balance and wellbeing, work-family enrichment and life satisfaction (V.S Carvalho & Dr. M.J Chambel 2016).

HYPOTHESIS: Individuals who were able to efficiently balance role demands, such as work and family life, will be happier compared to individuals who feel overwhelmed with the roles and responsibilities within their life.

Participant Sample: n=105 (86 Female, 19 Male, 1 nonbinary)
 Race: 106 Caucasian, 4 Black, 1 Asian, 2 preferred not to say
 Age Range: 19-68
 Job tenure:
 37: 3-10 year, 30: 17 years or longer, 31 unemployed,
 24: 1-3 years, 24: 1-3yr, 9: 10-17yr, 7: 3 months – 1 year

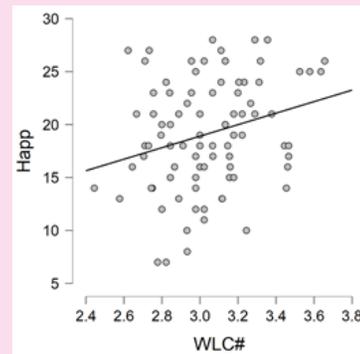
Results

Figure 1
Work-Life Balance and Happiness among Males



No significant relationship between work-life balance and overall happiness among males: $r(19) = -0.295$ $p = ns$

Figure 2
Work-Life Balance and Happiness among Females



There was a significant positive relationship between work-life balance and happiness among females: $r(86) = 0.264$ $p = 0.013$

Measures:

- Questionnaire for Self-Assessing Work-Life Balance (Neil Whitten): sense that one is effectively managing multiple roles in one's life (45 self-report questions ranging with 5-point scale)
- Subjective Happiness Scale (Sonja Lyubomirsky) a state of positive emotions and wellbeing (4 questions with a 7-point scale)

Discussion / Analysis

- Males may be perceiving to have less role demands hence why there may be no significant relationship toward males, work-life balance and happiness
- Females are more stressed to complete role demands based on personal needs and gender role expectations set by society
- Society's gender role expectations can contribute toward making it difficult for females to efficiently balance role demands and achieve happiness.
- The implications of happiness within the study and field of psychology illustrates that happiness is based on how it is perceived by the individual and also on practical circumstances, such as role demands. Balancing role demands may allow greater happiness, but the impact may depend on gender.

Limitations:

- The study has significantly more females than males, and due to this male's occupation type couldn't be examined in relation to work-life balance or happiness
- A threat that is relevant to the study is having to conduct research during a time of the COVID pandemic. Due to the pandemic, the study was placed online in order to protect the wellbeing of participants wishing to volunteer.

Conclusion:

- The study leads us to believe that societal gender expectations force females to feel higher stress within daily role demands, such as caring for a household