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ABSTRACT

This research examined the relationships between work environment (i.e., workload and development opportunities), work investment (i.e., work engagement and workaholism) and work-to-family conflict (WFC) over time. Through a longitudinal design with three measurement times, we found that work engagement and workaholism played mediating roles between work environment and WFC.

PRESS PARAGRAPH

In the interests of both organizational effectiveness and employees' well-being, it is important to identify the work-related variables that influence perceptions of work-to-family conflict (WFC). Moreover, in order to manage human resources effectively in companies, it is important to understand the mechanisms by which the work environment influences WFC. Following recent recommendations (i.e., Andreassen, Hetland, & Pallesen, 2013; Molino, Bakker, & Ghislieri, 2016), we examined the role of two different types of work investment (i.e., work engagement and workaholism) as the underlying processes through which the work environment (i.e., workload and opportunities for development) influences WFC over time.