

**Portland State University**  
**PDXScholar**

---

Psychology Faculty Publications and Presentations

Psychology

---

1-1-2012

The Crossover Effects of Supervisor Work-Family Positive Spillover on Employee Sleep Deficiency: Moderating Effects of Family Supportive Supervisor Behaviors (FSSB)

Tori Laurelle Crain  
*Portland State University*

Leslie B. Hammer  
*Portland State University*

Todd Bodner  
*Portland State University*

Orfeu Buxton  
*Harvard Medical School*

Let us know how access to this document benefits you.

Follow this and additional works at: [http://pdxscholar.library.pdx.edu/psy\\_fac](http://pdxscholar.library.pdx.edu/psy_fac)

 Part of the [Psychiatry and Psychology Commons](#), and the [Psychology Commons](#)

---

Citation Details

Crain, T. L., Hammer, L. B., Bodner, T., and Buxton, O., (2012) Sleep, 35 A84-A84.

This Conference Proceeding is brought to you for free and open access. It has been accepted for inclusion in Psychology Faculty Publications and Presentations by an authorized administrator of PDXScholar. For more information, please contact [pdxscholar@pdx.edu](mailto:pdxscholar@pdx.edu).

0236

**THE CROSSOVER EFFECTS OF SUPERVISOR WORK-FAMILY POSITIVE SPILLOVER ON EMPLOYEE SLEEP DEFICIENCY: MODERATING EFFECTS OF FAMILY SUPPORTIVE SUPERVISOR BEHAVIORS (FSSB)**

*Crain TL<sup>1</sup>, Hammer LB<sup>1</sup>, Bodner TE<sup>1</sup>, Buxton OM<sup>2,3</sup>*

<sup>1</sup>Department of Psychology, Portland State University, Portland, OR, USA, <sup>2</sup>Department of Medicine, Brigham and Women's Hospital, Boston, MA, USA, <sup>3</sup>Division of Sleep Medicine, Harvard Medical School, Boston, MA, USA

**Introduction:** Sleep-related constructs have rarely been included in work-family research. However, positive spillover, or the transfer of positive affect between work and family domains, has been shown to have enriching effects on physical health. The current study investigated if positive spillover is transmitted from supervisor to employee, improving employee sleep. We hypothesize that employee perceptions of family-supportive supervisor behaviors (FSSB) will moderate the relationship between supervisor positive spillover and employee sleep adequacy and duration.

**Methods:** As part of the Work, Family and Health Study, 221 supervisors (76 female, age 46.2±7.7 years) and 823 employees (282 female, age 45.7±9.0 years) working in the information technology sector reported measures of work-to-family affective positive spillover, FSSB, sleep adequacy (getting enough sleep to feel rested upon waking), and sleep duration.

**Results:** In multilevel moderated regression analyses, FSSB was positively related to employee sleep adequacy ( $B=.07$ ,  $p=.019$ ,  $CI=.01-.13$ ), but did not result in a significant interaction of supervisor positive spillover with FSSB on employee sleep adequacy ( $B=.05$ ,  $p=.336$ ,  $CI=-.05-.15$ ). A disordinal interaction was found between supervisor positive

spillover and FSSB on employee sleep duration ( $B=.20$ ,  $p<.001$ ,  $CI=.09-.30$ ), such that the relationship between supervisor positive spillover and employee sleep duration was positive under high levels of FSSB, but negative under low levels of FSSB. No direct effect of FSSB on sleep duration was found ( $B=.03$ ,  $p=.319$ ,  $CI=-.02-.09$ ).

**Conclusion:** Supervisor positive spillover is associated with the adequacy and amount of sleep that employees are able to attain, supported by the relationship of employee-reports of FSSB on employee sleep adequacy. The effect of supervisor positive spillover on employee sleep duration was strongest when employee reports of FSSB were high. Future occupational health interventions may not only train supervisors to exhibit family-supportive behaviors, but could target the supervisor work-family interface as a means for improving employee sleep health.

**Support (If Any):** This research was conducted as part of the Work, Family and Health Network ([www.WorkFamilyHealthNetwork.org](http://www.WorkFamilyHealthNetwork.org)), which is funded by a cooperative agreement through the National Institutes of Health and the Centers for Disease Control and Prevention: Eunice Kennedy Shriver National Institute of Child Health and Human Development (Grant # U01HD051217, U01HD051218, U01HD051256, U01HD051276), National Institute on Aging (Grant # U01AG027669), Office of Behavioral and Science Sciences Research, the National Heart, Lung and Blood Institute (R01HL107240), and National Institute for Occupational Safety and Health (Grant # U01OH008788, U01HD059773). Grants from the William T. Grant Foundation, Alfred P Sloan Foundation, and the Administration for Children and Families have provided additional funding. The contents of this publication are solely the responsibility of the authors and do not necessarily represent the official views of these institutes and offices. Special acknowledgement goes to Extramural Staff Science Collaborator, Rosalind Berkowitz King, Ph.D. and Lynne Casper, Ph.D. for design of the original Workplace, Family, Health and Well-Being Network Initiative.