California State University, Monterey Bay

Digital Commons @ CSUMB

1-2021

Personal, Family, and Job Resource Ecologies and Their Effects on Sleep and Health Among Employed Parents of Children with Typical and Exceptional Care Demands

Lisa Stewart
California State University, Monterey Bay, listewart@csumb.edu

Claudia Sellmaier
University of Washington - Tacoma Campus

Follow this and additional works at: https://digitalcommons.csumb.edu/socialwork_fac

Recommended Citation

Family and workplace supports of employed parents of children with typical and exceptional care responsibilities and their effects on sleep and physical health

Presented at 25th Annual Conference for the SSWR 2020
Lisa Stewart, California State University Monterey Bay
Claudia Sellmaier, University of Washington, Tacoma

California State University
MONTEREY BAY

Introduction

- Exceptional care demands affects parental sleep and health.

- 9% of employees in an organization have exceptional care demands.

- Workplace supports and supportive organizational climates can affect employee's sleep and health.

Theory

Conservation of resources model (Hobfoll, 2011)

Resource gain

Threat of or resource loss

Lack of resource gain

Sleep and health

Continuum of care model (Stewart et al., 2918)

typical care
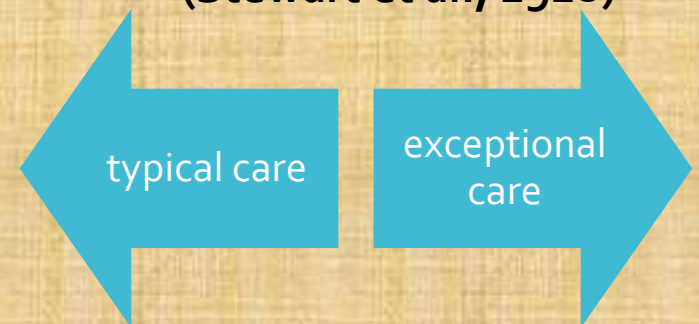
exceptional care

Research Questions

1. **Will employed parents of children with exceptional care demands have lower levels of sleep quality, and health?**

2. **Will exceptional care demands increase sleep and health problems when controlling for workplace, family, and personal characteristics?**

3. **Will having exceptional child care demands moderate the effects of workplace supports on reported levels of sleep and health problems?**

NSCW Sample

- 2016 Society for Human Resource Management (SHRM) National Study of the Changing Workforce

- Data collected using random-digit dialing between October 1 and November 5, 2015

- Online phone interviews using a computer-assisted telephone interviewing (CATI) program and an online questionnaire.

- Sample augmented through surveys completed by members of NORC and the Amerispeak panel (Society for Human Resource Management, 2020).

- Response rate was 16%, which meets the standard for similar workforce studies (i.e., between 5% through 15%).

NSCW Sample characteristics

Table 1

Comparison of participants selected vs. not selected for study

Characteristics	Participants					
	Total		Selected		Not selected	
	N	*%*	*N*	*%*	*N*	*%*
Gender[a]						
Female	870	58	518	60	357	55
Male	640	42	344	40	297	45
Race/Ethnicity[b]						
White non-Hispanic	1011	68	562	66	451	71
Black non-Hispanic	185	13	127	15	61	10
Hispanic	209	14	123	14	86	14
Other non-Hispanic	78	5	40	5	39	6
Education[c]						
High school/Technical	312	21	196	23	116	37
Some college	474	32	279	33	195	30
Bachelor degree	418	28	222	26	196	30
Professional/Masters degree	294	20	155	18	139	22
Marital status[d]						
Married	783	52	568	67	215	33
Cohabitating	180	12	88	10	92	14
Never married	331	22	70	8	261	41
Previously married	204	14	128	15	76	12
Income[e]						
<$25,000	280	19	135	16	145	22
$25,000 <$50,000	318	21	156	18	162	25
$50,000 <$75,000	273	18	152	18	121	19
$75,000 <$100,000	212	14	133	9	79	12
$100,000 <$125,000	163	11	113	8	50	8
$125,000 <	226	15	167	20	97	15

Note. $^*p < .05$ $^{**}p < .01$ $^{***}p < .00$. Totals may not add up to 100 due to rounding.

[a] $\chi^2 = 4.12$, $p < .05$, Cramer's V= .05
[b] $\chi^2 = 10.69$, $p < .05$, Cramer's V= .08
[c] $\chi^2 = 9.78$, $p < .05$, Cramer's V= .08
[d] $\chi^2 = 266.31$, $p < .001$, Cramer's V= .42
[e] $\chi^2 = 34.64$, $p < .001$, Cramer's V= .15
[f] $t(1508) = -8.00$, $p < .001$, $d = .41$

Personal and family characteristics

Table 2

Percentages, means, and standard deviations for personal demographics and family characteristics

Characteristics	Total		Typical care demands		Exceptional care demands	
	N	%	N	%	N	%
Gender						
Female	518	60	370	58	148	67*
Male	344	40	272	42	72	33
Race/Ethnicity						
White non-Hispanic	562	66	418	66	144	62
Black non-Hispanic	127	15	92	14	35	16
Hispanic	123	14	95	15	28	12
Other non-Hispanic	40	5	29	5	6	5
Education						
High school/Technical	198	23	147	23	51	23
Some college	282	33	209	33	73	33
Bachelor degree	222	26	166	26	56	26
Professional/Masters degree	156	18	116	18	40	18
Marital status						
Married	570	66	448	70	122	56
Cohabitating	89	10	60	9	29	13
Never married	72	8	48	8	24	11
Previously married	129	15	84	13	45	21***
Income						
<$25,000	138	16	93	15	45	21
$25,000 <$50,000	156	18	114	18	42	19
$50,000 <$75,000	153	17	109	17	44	20
$75,000 <$100,000	113	15	98	15	35	16
$100,000 <$125,000	113	13	91	14	22	10
$125,000 <	169	20	137	21	32	14
	M	(SD)	M	(SD)	M	(SD)
Age of parent	44.21*	(11.43)	43.76	(11.66)	45.50	(10.67)
Age of youngest child	9.51*	(7.33)	9.17	(7.32)	10.46	(7.29)
Number of children <18	1.58**	(.95)	1.55	(.91)	1.62	(1.08)

Note. * $p < .05$ ** $p < .01$ *** $p < .001$

Job-related characteristics

Table 3

Percentages, Means and Standard Deviations of Job-related Characteristics by Type of Care Demand

Characteristics	All parents		Parents with typical care demands		Parents with exceptional care demands	
	N	%	N	%	N	%
Employer						
Government	208	24.3%	152	24.2%	56	25.6%
For-profit	524	61.2%	388	61.7%	130	59.4%
Non-profit	106	12.4%	77	12.2%	28	12.8 %
Single private household	18	2.1%	12	1.9%	5	2.3 %
Allowed to work from home						
Yes	257	29.7%	193	30.3%	58	26.4%
No	607	70.3%	443	69.7%	162	73.6 %
Paid vacation days						
Yes	652	75.6%	482	75.9%	163	74.1%
No	211	24.4%	153	24.1%	57	25.9%
5+ days/year for personal illness						
Yes	552	64.2%	413	65.1%	135	61.9%
No	308	35.8%	221	34.9%	83	38.1 %
5+ days/year for sick child without penalty[a]						
Yes	318	53.7%	248	56.1%	70	46.7 %
No	274	46.3%	194	43.9%	80	53.3 %
Difficulty taking time off						
Very hard	116	13.6%	87	13.8%	29	13.7 %
Somewhat hard	198	23.0%	128	20.0%	69	32.0 %
Not too hard	268	30.9%	204	31.9%	59	26.9 %
Not at all hard	223	26.1%	179	28.1%	43	20.5 %
It depends	55	6.4%	40	6.3%	15	6.8 %
Partner/spouse works for pay						
Yes	519	78.8%	400	79.5%	115	76.2%
No	140	21.2%	103	20.5%	36	23.8 %
	M (SD)		*M (SD)*		*M (SD)*	
All hours worked/week in all jobs	43.28 (14.01)		43.33 (13.26)		43.12 (16.08)	
Regular hours worked by partner/spouse	39.08 (11.38)		39.09 (11.06)		38.93 (12.62)	
Job flexibility[b]	2.05 (1.16)		2.10 (1.14)		1.88 (1.21)	
Job autonomy[c]	2.77 (.80)		2.79 (.80)		2.66 (.82)	
Job satisfaction	3.21 (.77)		3.23 (.76)		3.14 (.79)	
Organizational support[d]	3.08 (.74)		3.10 (.73)		2.98 (.77)	
Supervisor support	3.22 (.71)		3.23 (.70)		3.17 (.72)	
Coworker support	3.14 (.81)		3.16 (.81)		3.06 (.83)	

Note. N varies.
[a] $X^2 = 4.016, p < .05$
[b] $t (841) = 2.49, p < .05$
[c] $t (821) = 2.06, p < .05$
[d] $t (838) = 2.00, p < .05$

Type of care demands, sleep and physical health problems

Table 4

Means, Standard Deviations of Work-Family Conflict and Health Outcomes by Type of Care Demand

	All parents	Parent with typical care demands	Parents with exceptional care demands
	N = 834	N = 622	N = 218
	M (SD)	M (SD)	M (SD)
Sleep problem[a][d]	2.25 (1.12)	2.14 (1.09)	2.56 (1.16)
Physical health problems[b]	1.96 (0.69)	1.93 (0.70)	2.05 (0.76)

[a] $t(807) = 4.46, p < .001$
[b] $t(841) = 2.17, p < .05$

Table 5

Bivariate Correlations of Major Study Variables (N = 615)

	Variables	1	2	3	4	5	6	7	8	9	10
1	Job flexibility	1	.50***	.37***	.30***	.29***	-.19***	-.05	-.24***	-.18***	-.16***
2	Job autonomy		1	.48**	.35***	.33***	-.06*	.04	-.21***	-.13***	-. 16***
3	Org support			1	.55***	.53***	-.36***	-.11***	-.30***	-.24***	-.22***
4	Supervisor support				1	.48***	-.22***	-.09***	-.25***	-.24***	-.12***
5	Coworker support					1	-.18***	-.02	-.24***	-.21***	-. 14***
6	Work-family conflict						1	.45***	.38***	.35***	.16***
7	Family-work conflict							1	.35***	.32***	.08*
8	Perceived stress								1	.76***	.36***
9	Sleep problems									1	.29***
10	Physical health problems										1
M		2.11	2.79	3.09	3.24	3.13	3.02	2.33	2.47	2.25	3.02
SD		1.14	.78	.72	.71	.80	1.05	.96	.72	1.11	.72

Note. * p < .05, ** p < .01, *** p < .001. Org support = Organizational support.

Table 6

Hierarchical Regressions Predicting Sleep Problems and Physical Health Problems

	Sleep Problems (N = 494)						Physical health problems (N = 474)					
	Step 1 β	SE	Step 2 β	SE	Step 3 β	SE	Step 1 β	SE	Step 2 β	SE	Step 3 β	SE
Female	.04	.11	.06	.11	.07	.11	.02	.07	-.00	.07	.01	.07
Age	-.04	.00	-.07	.01	-.06	.01	-.15*	.00	-.18**	.00	-.17**	.00
NH White	.00	.11	-.01	.12	-.01	.11	-.02	.07	-.05	.07	-.04	.07
Education	-.07	.05	-.06	.05	-.06	.04	-.16***	.04	-.16**	.03	-.15**	.03
Married	-.04	.14	.04	.13	-.03	.13	-.02	.09	-.02	.08	-.02	.08
Income	.07	.03	-.06	.03	-.05	.03	-.02	.02	.02	.02	.02	.02
Number of children <18	-.09	.06	-.06	.06	-.05	.06	-.07	.04	-.10T	.04	.10T	.04
Age of youngest child	-.03	.01	-.01	.01	-.02	.01	-.12T	.00	-.13*	.01	.12T	.01
Has exceptional child care demands	.19**	.11	.18***	.11	.19***	.11	.04	.07	.02	.07	.03	.07
Spouse work hours	.09	.00	.09	.00	.09	.00	.01	.00	.01	.00	.02	.00
Job flexibility			.03	.05	-.02	.06			-.02	.03	-.06	.04
Job autonomy			.04	.07	-.02	.09			-.03	.05	-.08	.06
Organizational support			-.17***	.08	-.19***	.09			-.25***	.06	-.30***	.07
Supervisor support			-.05	.07	-.04	.08			-.05	.05	.07	.06
Coworker support			-.07	.07	-.04	.09			-.02	.05	.08	.06
Care type x job flex					.10T	.09					.09	.07
Care type x job autonomy					.11T	.09					.07	.10
Care type x organizational support					.04	.20					.09	.12
Care type x supervisor support					-.04	.19					-.06	.12
Care type x coworker support					-.05	.16					-.17**	.10
F ratio	3.23***		3.93***		3.61***		2.69***		4.10***		3.83***	
R^2	.04***		.08***		.10*		.03***		.09***		.11*	
Change R^2	.06***		.05***		.02*		.05***		.06***		.03*	

Personal, family and job characteristics predicting sleep problems and health problems

Moderating effect of type of care on job variables and sleep problems and health problems

Figure 1

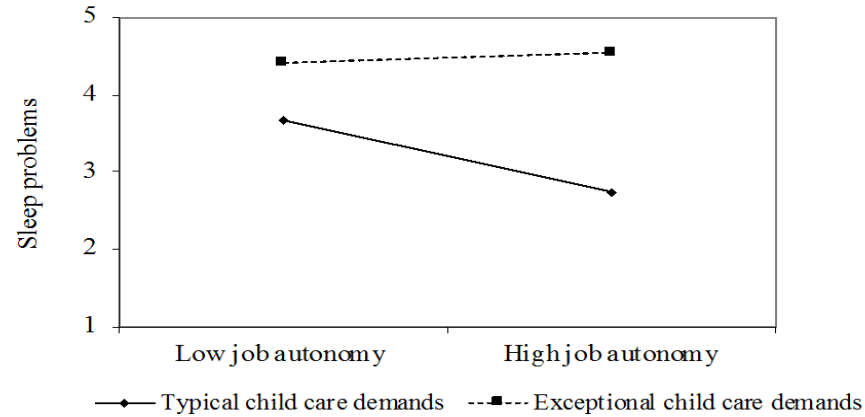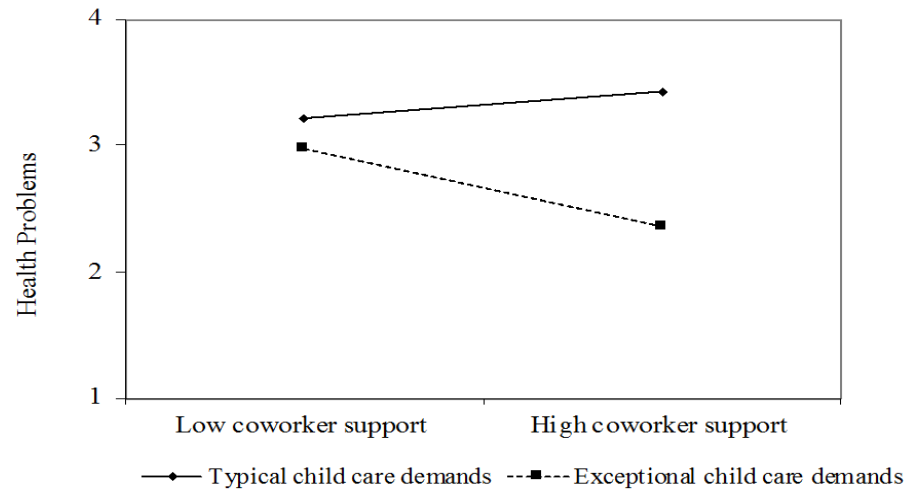*Moderating effect of type of care demand on job autonomy and sleep problems*

Figure 2

Moderating effect of type of care demand on coworker support and physical health problems

Discussion

- Parents with exceptional care demands reported more sleep problems, and worse physical health.
  - Demonstrates that increased care demands have physical impact on carers.

- Parents with exceptional care demands reported more sleep problems even when controlling for workplace resources.
  - Need for workplace resources that address individual demands.

- Workplace supports can help improve sleep and physical health for all employees.
  - Relevance of organizational climate

- Moderating effects of exceptional care demands on workplace supports.
  - Coworker support was protective factor for health of parents with exceptional care demands
  - Parents with exceptional care demands and more sleep problems accessed more job autonomy and flexibility

- Study limitations

Implications

- **Practice implications**
  - Family supportive organizational cultures to address family demands, and support employee health.
  - Training needs, since access to flexibility requires understanding of disclosure for parents, HR professionals, and supervisors.
  - Importance for SW to consider workplace demands and resources when working with families and children.

- **Policy implications**
  - Access to sick days and paid leave
  - Right to request or other policies allowing for flexible work arrangements

- **Research implications**
  - Include community resources
  - Investigate exceptional care across the lifespan
  - Examine disclosure processes