

MOVING FROM “ME” TO “WE”: A COUPLE-LEVEL PERSPECTIVE ON ROLE
IDENTITY SALIENCE AND WORK-FAMILY DYNAMICS

by

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(Under the Direction of Kristen M. Shockley)

ABSTRACT

Role salience—the importance of a role to one’s identity—has been discussed as a meaningful component for many work-family phenomena. Yet, scholars have primarily studied role salience in a tangential manner, often treating it as a factor to be controlled for or examining isolated role salience effects. Additionally, work-family research has largely focused on individuals despite the prevalence of dual-earner couples. To further our understanding of how role saliences operate within the spousal relationship, I draw from identity theory to investigate whether profiles of work and family role saliences occur for two unique samples of dual-earner couples with children. Latent profile analysis was used to explore the nature of the role salience profiles as well as their association with gender role beliefs, division of labor, work-family conflict, and well-being outcomes pertaining to the division of labor. My results provide insight into how role salience influences work-family experiences.

INDEX WORDS: Role salience, Dual-earner couples, Work-family, Division of labor,
Work-family conflict, Role identity

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CHAPTER 1

GENERAL INTRODUCTION

“Research has confused the forms of work (activities) with the meanings of work. Similar forms of work have different meanings for people.”– Sheldon Zedeck (1987)

An innate challenge to researching the work-family interface is the need to comprehensively assess relevant relationships, characteristics, and factors from both the work and family spheres that could be related to one’s research question. The exponential growth in work-family research over the past four decades has substantially mitigated this challenge as the field now has many prominent theoretical models detailing these interdomain connections (e.g., D. S. Carlson & Kacmar, 2000; D. S. Carlson & Perrewé, 1999; Edwards & Rothbard, 2000; Frone et al., 1992, 1997; Greenhaus & Beutell, 1985; Greenhaus & Powell, 2006; Wayne et al., 2007). In spite of this progress, some would argue that many theoretical models do not contribute to a deeper, more comprehensive understanding of people’s unique perceptions of and connections to their work and family roles (e.g., Eby et al., 2005; Zedeck, 1987, 1992). In particular, the field has been critiqued for its overreliance on objective characteristics of one’s work and family roles (e.g., parental status, average number of hours spent in paid employment), which “typically [serve as] proxies for the quality or nature of, or expectations about, one’s roles” (Eby et al., 2005, p. 184). By relying on this type of measure, we are relegated to studying a limited perspective of one’s various life roles. This approach also inadvertently assumes that individuals share a common conceptualization of any given life role and what it means to

perform that role. Yet, as the opening quote illustrates, people often differ according to the meaning and value that they place on roles and their associated role behaviors.

Roles, and the meanings ascribed to them, have traditionally been studied through the lens of identity theory (Stryker, 1980). One of the primary tenets of this theory is that one's identity is composed of the various roles that they hold (e.g., mother, wife, employee, etc.) and the importance of a particular role (typically referred to as role salience) to one's overarching identity can vary from person to person. Prior research suggests role salience is crucial to understanding how people navigate the fulfillment of multiple roles as it predicts how much time a person will spend in a particular role and how a person might choose between two or more conflicting roles (Cinamon & Flum, 2014; Rothbard & Edwards, 2003; Stryker & Serpe, 1982). Furthermore, because role salience is linked to a person's identity, a deeply personal notion, it is informative when studying emotional and psychological responses to conflicts between roles of varying importance (Bagger & Li, 2012; D. S. Carlson & Kacmar, 2000). Incorporating role salience into work-family research in a meaningful way could help elucidate some of the underlying psychological factors that are associated with work-family experiences. By explicitly evaluating one's relationships with both their work and family roles, we gain insight into *why* certain interdomain relationships or conflicts exist (or do not exist), which could expand our theoretical understanding of work-family processes and explain conflicting findings in the extant literature.

Although the potential implications of role salience for many work-family phenomena have been acknowledged for decades, there is limited empirical research on the subject to date (Greenhaus & Beutell, 1985; Wayne et al., 2015). The majority of these studies have focused on how the value or salience that people attribute to a particular life role impacts their interrole

conflict and well-being (e.g., D. S. Carlson & Kacmar, 2000; Erdogan et al., 2021; Greenhaus et al., 1989). In general, the more valued and central a role is to a person's identity, the more they will commit their time and resources to that role (at the expense of other roles they hold). This is due to an inherent desire to meet the demands of this role, which serves as a means of verifying one's identity and is associated with positive psychological outcomes and enhanced well-being (e.g., increased role satisfaction, engagement, and commitment; P. J. Burke & Stets, 2009). Individuals who highly value multiple roles would therefore be likely to experience more frequent interrole conflicts as their resources become increasingly limited.

While helpful in laying the foundation for future research on the topic, many of these findings are limited by the disjointed nature in which identity saliences are typically studied. Because role saliences are independent from one another, knowing the salience of role A does not provide any information regarding the salience of role B. Therefore, a comprehensive understanding of the impact of role salience on work-family relationships requires the concurrent consideration of the saliences associated with both the work and family domains (Bagger & Li, 2012). However, even the simultaneous consideration of an individual's work and family role saliences might still be insufficient when studying the work-family dynamics of employees who are part of the modal family type in the United States: dual-earner couples (U.S. Bureau of Labor Statistics [BLS], 2021). Individuals within this type of couple must coordinate their behaviors with their partner in order to ensure the functioning of the family unit while also fulfilling their respective work obligations. This already complex process becomes exponentially more difficult for those who are parents and part of a dual-earner household (approximately 60% of all married-couple families with children; U.S. BLS, 2021). In this type of household, not only must partners coordinate to fulfill household maintenance tasks, routine household chores, and their

separate work requirements, but also to determine child-related responsibilities which are extensive, ongoing needs that particularly affect one's work life (Greenberg & Ladge, 2019; Modestino et al., 2021). This inherent interdependence between spouses would suggest that spouses are a particularly influential force in shaping work-family decisions, processes, and outcomes—a notion supported extensively in the literature (e.g., R. J. Burke & Greenglass, 1999; Butler et al., 2009; D. S. Carlson et al., 2018; Cluley & Hecht, 2020; Eby et al., 2005; Halbesleben et al., 2010; Lin et al., 2017). These findings might indicate that the role saliences of both members of a dual-earner couple are necessary to obtain a thorough understanding of how role salience influences their work-family experiences.

The proposed studies aim to test this idea by investigating how a dual-earner couple's combined pattern of work and family role saliences influences their decisions regarding how the family unit functions as well as their subsequent well-being. In doing so, I draw from identity theory findings at the individual level of analysis, which demonstrate that salience is linked to the amount of time spent in various roles, one's engagement with those roles, and one's ability to fulfill multiple roles. I will extend these findings to the level of the couple in order to test the linkages between a couple's pattern of identity saliences and 1) the division of paid and family labor, 2) voice in division of labor decisions, and 3) satisfaction with the current division of labor. Additionally, based on previous work-family research that supports a connection between role salience and interrole conflict (D. S. Carlson & Kacmar, 2000), Study 2 will also evaluate the relationship between a couple's salience profile and their perceptions of work-family conflict (WFC) in addition to their division of paid and family labor.

It is important to note that the present studies are particularly well suited to test the above-mentioned relationships due to the nature of the samples and to the proposed analytic

approach. In contrast to previous work-family research which typically assesses dyadic phenomena with single-source data (Casper et al., 2007; Lapierre & McMullan, 2015), the present studies both utilize self-reported data from each member of the couple. This approach provides much more accurate data (Moen & Hernandez, 2009) and answers numerous calls to incorporate spouses and dyadic-level data into work-family research (e.g., Casper et al., 2007; Masterson & Hoobler, 2015; Parasuraman & Greenhaus, 2002; Shockley et al., 2017). Additionally, the two samples in the present studies are comprised of unique types of dual-earner couples who have one or more children—Study 1 is primarily made up of dual-earner couples in which the husband earns more money than the wife (i.e., male breadwinners) while Study 2 is composed exclusively of couples in which the wife earns more money than the husband (i.e., female breadwinners). Examining these relationships amongst differing samples of dual-earner couples such as these is necessary given that shifts in the labor force have produced distinct types of couples (Raley et al., 2006) who may differentially value certain roles. Women’s increasing participation in the workforce has raised questions regarding whether or not this change has contributed to a shift in the meaning that both men and women ascribe to their work and family roles (Greenhaus & Powell, 2012; Sullivan, 2004).

The notion that there could be distinct types of dual-earner couples who differ from one another along one or more role saliences reiterates the importance of simultaneously considering all four role saliences (i.e., the focal’s work and family role saliences and the spouse’s work and family role saliences). Doing this, however, presents a few analytic challenges. To date, researchers have sidestepped these issues by taking a variable-centered approach that examines role salience effects either in isolation (e.g., Rothbard & Edwards, 2003) or in specific pairs (e.g., the focal’s work role salience and the spouse’s work role salience; Abeysekera & Gahan, 2021).

Rather than avoid these challenges as others have done, the present studies will directly address them by adopting a person-centered approach (Wang & Hanges, 2011) through the use of latent profile analysis (LPA). This type of approach allows for a holistic evaluation of how dual-earner couples' four role saliences combine to create different couple-level profiles of role identity saliences. In doing so, this work evaluates the effects of role salience in a manner consistent with how it operates in the natural world (i.e., in combination with other roles' saliences) and contributes to the development of an identity-based typology of dual-earner couples.

This research aims to contribute to the literature in several ways. First, by developing an identity-based typology of dual-earner couples, it may advance our understanding of how these couples ascribe meaning to these life roles and how their combined values shape work-family dynamics and outcomes. A typology of this nature goes beyond previous dual-earner couple typologies that are based simply on demographic characteristics or economic factors (e.g., age and number of children, number of hours spent each week as a caregiver and employee; Cullen et al., 2009). While there is value in such a typology, I see significant import in developing a typology based on how individuals derive meaning from life roles, particularly for a field that is primarily interested in helping people manage multiple roles and lead fulfilling, balanced lives. Relatedly, the proposed study could advance the field's understanding of how individuals and couples construe their work and family identities. There have been substantial shifts in the demographic composition of the workforce and in societal perspectives on families and careers (Donnelly et al., 2016). These shifts challenge the traditional view of the household wherein men are work-centric and women are family-centric. Therefore, researchers need to refrain from making assumptions about the meanings of specific roles to an individual, and should instead explicitly evaluate that person's relationships with these roles. Doing so would advance not only

our understanding of work and family role identities, but it also has the potential to further our knowledge of many other work-family processes and outcomes that may be influenced by role identity (e.g., Cluley & Hecht, 2020; Greenhaus & Beutell, 1985; Masterson & Hoobler, 2015; Powell & Greenhaus, 2012; Zedeck, 1987).

Lastly, the present study answers numerous calls to examine couple-level phenomena and addresses two common methodological shortcomings within work-family research: single source data and a singular level of analysis. Individual spousal roles are often defined in relation to their partner's opposing role (e.g., the "husband" role's meaning is largely built around the "wife" role), meaning that many work-family dynamics and experiences directly or indirectly involve both partners (P. J. Burke et al., 2003; Moen & Hernandez, 2009; Parasuraman & Greenhaus, 2002). Although this concept is widely acknowledged, there is a substantial lag in theoretical and empirical work that seeks to understand these relationships.

There is also practical value in developing a couple-level identity salience typology of dual-earner couples as doing so could help couples further understand their own personal values, their partner's values, and how their respective values fit together. This information could be useful in helping couples understanding the impact of work-family decisions on one another. To the extent that a typology of this nature would help couples predict and accommodate their work-family needs, individuals would be more likely to self-verify their respective identities. This would suggest there could be a positive downstream effect on well-being as self-verification of one's identity is linked to improved psychological well-being (Stryker & Burke, 2000). This typology may also be useful in increasing employers' awareness of the types of dual-earner couples they may encounter as different work-family policies may differentially affect certain types of couples.

In the sections that follow, I will provide an overview of the foundations of identity theory and role salience before discussing how these concepts might be extended to the level of the couple. I will then discuss why we might expect couple-level identity salience profiles to emerge and how these profiles could be expected to influence various work-family outcomes based on prior theoretical and empirical research.

CHAPTER 2

OVERVIEW OF THE LITERATURE

Identity Theory and Role Salience

Identity theory seeks to explain how people develop identities (Stryker, 1980). An identity is the “categorization of the self as an occupant of a role, and the incorporation, into the self, of the meanings and expectations associated with that role and its performance” (Stets & Burke, 2000, p. 225). Identity theory proposes that the self is comprised of various identities which are based on the roles that an individual holds (James, 1890). These roles are developed within and are guided by the prevailing social context and serve to connect people to one another. Because roles are shaped by the broader social structure and culture, individuals will have some shared understanding of the meanings and expectations for a role (P. J. Burke et al., 2003). However, the relative importance of different role identities can vary across individuals (P. J. Burke & Stets, 2009). As previously mentioned, a role’s importance to an individual is reflected in the salience of the role (Amatea et al., 1986).

I will use the example of the “mother” role to illustrate these concepts. What it means to be a mother has been primarily shaped by the social and cultural context. If you were to ask someone what it means to be a mother, their response would likely largely consist of common societal meanings and expectations regarding motherhood (e.g., a mother puts the family’s needs first). Their response could also include some idiosyncratic notions about motherhood that have been guided by their own personal experiences with mothers (as a mother themselves, interactions with their own mother, or from observing other mothers’ behaviors). However, just because two

individuals have similar conceptualizations of what it means to be a mother, does not mean they will necessarily place similar personal value or import on the mother role. This is just one of many potential roles this person holds; exactly which role(s) make(s) the largest contribution to a person's overall sense of self will vary from individual to individual.

Greenhaus and Beutell (1985) explicitly introduced role salience to the work-family literature in their model of WFC, suggesting that role salience affects the levels of role pressure one experiences, role behavior, and role conflict. Since then, many scholars have urged work-family researchers to include role salience in their subsequent work in order to gain a deeper understanding of the processes and experiences within a particular role as well as the complexities associated with holding multiple roles (e.g., D. S. Carlson & Kacmar, 2000; Eby et al., 2005; Masterson & Hoobler, 2015; Parasuraman & Greenhaus, 2002; Zedeck, 1987, 1992). While these calls have not been altogether ignored, the extant body of work on the subject is considerably limited both in number and in kind.

Similar to the broader work-family literature, most role salience research has examined its relationship with interrole conflict, such as work-interference-with-family (WIF) and family-interference-with-work (FIW). This is a natural point of focus considering role salience is theorized to predict one's commitment to a role, the amount of time spent in a role, and their sensitivity to factors that would prevent them from fulfilling a highly valued role (P. J. Burke & Stets, 2009; ten Brummelhuis & Lautsch, 2016). Empirical findings substantiate these ideas as salience has been linked to one's investment and time spent in their work and family roles (Cinamon & Flum, 2014; Gaunt, 2005; Rothbard & Edwards, 2003; Stryker & Serpe, 1982) as well as their perceptions of WFC (e.g., Cinamon & Rich, 2002; Greenhaus et al., 1989). Role salience may also influence interrole conflict by moderating the relationship between role

demands and WFC (e.g., Boyar et al., 2008; D. S. Carlson & Kacmar, 2000), or by moderating the relationship between WFC and various individual, work, and family outcomes (e.g., family and job satisfaction, organizational commitment, psychological distress; Bagger et al., 2008; Bagger & Li, 2012; Carr et al., 2008; Noor, 2004).

While these findings are an important first step in elucidating how work and family role identities influence one's cognitions, decisions, and behaviors across these domains, they are frequently qualified by the nature of the study. Arguably one of the most important premises of identity theory is the notion that a person's sense of self is composed from the various role identities they hold (Stryker, 1968, 1980). This has implications for a research study's design as multiple role identities must be considered in tandem in order to obtain a thorough understanding of how role identity is operating in that particular context. Unfortunately, this has not been the case for the majority of studies in this area as researchers have primarily relied on variable-centered analyses (e.g., regression), which examine the separate effects of each role identity in isolation (e.g., Bagger et al., 2008; Noor, 2004; Wayne et al., 2006). As will be discussed in more detail below, there have been exceptions to this that, in combination with the basic tenets of identity theory, would indicate it is both theoretically and empirically necessary to study the joint influence of individuals' work and family role identities.

Role Identity Profiles

As previously discussed, individuals hold many different roles and each role will have a corresponding role identity. However, every role does not necessarily contribute equally to a person's overall sense of self. In fact, many people espouse the idea that there will be one or more role identities that are of primary importance to one's self (McCall & Simmons, 1978). Therefore, one's pattern of role saliences is critical to understanding their values, decisions, and

behaviors as it places the person within the context of their unique self (P. J. Burke & Stets, 2009). Recognizing the significance of this, several work-family researchers began to examine the combined influence of work and family role saliences. One method of doing so requires artificially dichotomizing the data to create distinct subgroups based either on specific scale scores (e.g., selecting “1” or “2” = low salience; “3” = moderate salience; “4” or “5” = high salience) or on whether individuals are above or below the sample means on each role identity variable (D. S. Carlson & Kacmar, 2000; Kossek et al., 2012). However, this approach is not recommended as it can obfuscate the true nature of the relationships between variables and results in a loss of information, which reduces statistical power (Hayes, 2020).

Other researchers have utilized cluster analysis or interaction terms to reflect the joint influence of work and family role salience on various outcomes. When examining work and family values among a group of computer workers and lawyers, Cinamon and Rich (2002) identified three distinct profiles of employees according to their pattern of reported values: a “family” profile, a “work” profile, and a “dual” profile which was characterized by higher importance on both the work and family domains. The authors further found significant differences between the profiles on WIF but not on FIW. More recently, Erdogan et al. (2021) utilized latent cluster analysis to classify employees according to work and family role saliences. Their results indicate having a predominant role salience (either work or family) is associated with better WFC outcomes as compared to individuals with equally high or equally low work and family role saliences. Interestingly, they also found that holding a “nontraditional” salience hierarchy (i.e., women hold a predominant work role salience and men hold a predominant family role salience) minimized women’s WIF and FIW and men’s WIF. Lastly, Bagger and Li (2012) reported significant interaction effects between work centrality and family centrality

when examining the relationships between FIW and family and job satisfaction. Together, these findings point to the need to consider an individual's pattern of role identity saliences when studying interdomain processes and relationships. As a final note, although role salience has been theoretically and empirically associated with the amount of time spent in a role, no studies could be located that examined the joint effect of work and family role salience on the division of labor.

Couple-Level Role Identity Profiles

Although the knowledge of a person's pattern of work and family role saliences is likely to yield important insights, it is just one of many possible factors that can shape their work-family experiences. Prior efforts to understand how families function have drawn from general systems theory (Bertalanffy, 1968), which emphasizes the importance of examining the entire system and the interactions between components of the system in addition to examining any individual component. Such an approach will yield far more information than an examination of any singular component. The family unit can be conceptualized as one such system with individual family members making up the more complex, integrated whole (Cox & Paley, 1997; P. Minuchin, 1985). Spouses are arguably the most important subsystem within the family unit as they must work together to establish the structure and boundaries for how the rest of the family unit will function and they are primarily responsible for providing the necessary resources to ensure the family functions effectively (Cox & Paley, 1997; S. Minuchin, 1974). The inherent interdependence between these two individuals means that a person's experiences and behaviors will often be influenced in some way by their spouse. Given the reciprocal nature of these two individuals' roles, it may be more informative to conceptualize them as a unit and to consider the compositional nature of the couple when examining factors that influence how the family

functions. As it specifically pertains to the present studies, the combined pattern of both individuals' work and family role saliences may be necessary to understand and accurately predict dual-earner couples' work-family experiences.

In one of the first empirical studies of dyadic role salience, Greenhaus et al. (1989) examined the interaction effects between partners' work salience and WFC. While the interactions were not significant for women, the interaction between partners' job involvement was significant in predicting men's time-based conflict and the interaction between partners' career priority was significant in predicting men's strain-based conflict. Specifically, when both partners had higher levels of job involvement, men reported experiencing lower levels of time-based conflict. Men also reported higher levels of strain-based conflict when both partners regarded their own careers as having a higher priority than their partner's career as well as when both partners placed a relatively lower priority on their own careers. These seemingly counterintuitive findings indicate that the joint influence of spouses' role saliences is perhaps much more nuanced than one might think.

More recently, Abeysekera and Gahan (2021) utilized polynomial regression and response surface modeling (RSM) to examine how the congruence between partners' work salience and family salience influenced time- and strain-based WIF and FIW. While the authors found support for various crossover effects for both men and women, their overall findings suggest the combined influence of partners' role saliences can be quite complex. When partners placed unequal import on either the work role or the family role (e.g., Partner A has a higher work salience and Partner B has a lower work salience), there were corresponding benefits for an individual's reported FIW, but not WIF. On the other hand, the crossover effects when both partners placed equal import on a given role appear to be gendered. Men experienced greater

WIF when both partners placed higher import on their work roles, but they did not experience greater FIW when both partners reported highly valuing their family roles. For women, placing an equally higher or an equally lower value on the work (family) role resulted in higher WIF (FIW). These findings lend further support to the idea that both partners' role saliences are relevant to the study of dual-earner couples' work-family dynamics. However, Abeysekera and Gahan's findings are constrained by the authors' choice in analytic approach. Polynomial regression and RSM only allow for two constructs to be evaluated simultaneously. Therefore, the authors were forced to compare various combinations of partners' role saliences in separate models (e.g., the alignment between both partners' family role salience was evaluated separately from the alignment between partners' work role salience). As noted above, role saliences should be examined in tandem in order to obtain a clear picture of how various roles fit into an individual's identity.

In addition to these empirical findings, scholars have also developed theoretical frameworks delineating the significance and influence of a couple-level identity. In line with identity theory, Budworth and colleagues (2008) discuss how individuals come to define and attach meaning to their work and family roles. However, when an individual becomes part of a dual-earner couple, their views on roles and role behaviors will inevitably change to some degree because those roles are now being enacted in concert with their spouse's work and family roles. This process of developing an understanding of how their individual roles fit together leads to the development of a shared, couple-level identity. This shared identity reflects the combination of both individuals' work and family roles and is largely shaped by the salience of these roles at the individual level.

In their exposition of the shared identity's influence on work-family dynamics, Budworth et al. (2008) propose that it becomes a guiding strategy for couples as they make important career decisions that will ultimately affect their work and family lives. For example, egalitarian couples with highly congruent and predominate family role identities may decide to equally scale back on their work involvement and expectations for career advancement in order to focus on their family. On the other hand, egalitarian couples with highly congruent and predominate work role identities may decide to trade off when scaling back on their work role involvement. In this scenario, one person will scale back their own work involvement to focus on their family role in order to allow the other person to prioritize their work role until a later point in time when the opposite will occur. As these examples illustrate, a couple's combined role identity could be a particularly influential force in shaping how dual-earner couples meet work and family demands and fulfill their various role identities.

Similarly, Masterson and Hoobler (2015) also drew from identity theory when proposing their family identity-based typology of dual-earner couples. This typology focuses specifically on dual-earner couples' joint construal of their family role identities (i.e., it does not explicitly take into consideration each member's work role identity). A couple's joint family identity is proposed to affect the couple's division of labor and other work and nonwork decisions. In an empirical test of this framework, Cluley and Hecht (2020) interviewed dual-earner couples and concluded that different types of couples made different micro work-family decisions. Furthermore, they found that a couple's decision was guided by rules stemming from the couple's joint family identity construal. Specifically, authors identified five types of couples based on their joint family-identity construal: neotraditional, nontraditional, egalitarian, dual-career, and family first couples. Each type of couple tended to follow a certain guiding rule, that

was based on their shared identity, when making micro work-family decisions. For example, neotraditional couples were guided by the rule that each person had a specific role to play; women completed the majority of the household and childcare tasks while men prioritized their careers.

Altogether, the above findings suggest work and family role saliences are crucial in shaping not only one's own work-family decisions and behaviors, but also those of one's partner. Furthermore, each individual's role identities should not be considered in isolation, but must be examined holistically in order to gain a complete perspective of this phenomenon and to identify unique types of dual-earner couples. The identification of potential subgroups of dual-earner couples is important insofar as distinct types of couples could experience different work-family outcomes.

LPA is a particularly useful method for identifying such subgroups as it focuses on the patterns among variables and allows for the emergence of groups of people who have different configural profiles of the attributes of interest (Wang & Hanges, 2011; Woo et al., 2018). Individuals—or in the present studies, couples—who share similar patterns of variables are grouped together and can be compared to other profiles which represent different groups of individuals who share their own unique patterns of variables. Profiles of individuals can be compared in terms of their differences along the variables that define the profiles as well as in how the profiles are differentially related to various predictors and outcomes. Profiles can differ both quantitatively and qualitatively along the profile indicators (Spurk et al., 2020). Quantitatively distinct profiles reflect level differences between profiles (e.g., a couple with relatively higher levels above the mean across all role saliences vs. a couple with relatively lower values below the mean across all role saliences). Qualitatively distinct profiles, on the other

hand, reflect shape differences between profiles (e.g., a couple with relatively higher work role saliences above the mean but relatively lower family role saliences below the mean vs. a couple who demonstrates the opposite pattern with relatively higher family role saliences above the mean and relatively lower work role saliences below the mean).

As LPA is an inductive approach (e.g., Gabriel et al., 2015; Nylund et al., 2007; Woo et al., 2018), meaning the number and the specific nature of any existing profiles are not known a priori, I pose the following research question:

Research Question 1: Are there distinct couple-level profiles of role identity saliences (when considering both people's work and family saliences) among dual-earner parents?

Couple-Level Role Identity Profiles and Outcomes

As previously discussed, role salience reflects one's values and priorities and guides their behaviors and cognitions across both time and situations (P. J. Burke & Stets, 2009; Stryker, 1968, 1980). Therefore, one of the benefits of including role salience in one's research is that it helps inform *why* an individual behaves and responds the way they do. However, we also know there can be situational factors that may constrain one's behavior or influence their response. Within work-family contexts, spouses are likely to be one such situational factor. This is due, in large part, to the dyadic process of a couple's division of labor.

Within families, there are rules or expectations regarding the roles and responsibilities of each person (Cox & Paley, 1997; P. Minuchin, 1985). The combination of individuals' roles and responsibilities largely makes up how labor is divided within the family. The first type of labor, paid labor, refers to work that is done outside of the home in exchange for compensation. The division of paid labor can be assessed through several different metrics that reflect various aspects of individuals' commitment, time, and attributions of value. Specifically, researchers can

assess individual members' contributions to the household income, the average amount of time individuals spend in paid employment (i.e., typical number of hours worked each week), or how each person's career has been prioritized by the family (Shockley & Allen, 2018). The second type of labor, family labor, is comprised of the "unpaid work done to maintain family members and/or a home" (Shelton & John, 1996, p. 300). Similar to paid labor, there are specific subcomponents of family labor, namely household tasks and childcare tasks. The division of family labor can be measured by assessing individuals' relative participation in the enactment of these various tasks. Together, the division of paid and family labor provide a great deal of information regarding how members of a couple jointly navigate their respective work and family roles.

Accordingly, if role identity saliences guide an individual's interrole decisions, behaviors, and responses, and individuals within a couple must work together to establish a division of labor, then a couple's combined role identity saliences are likely to be a significant influence on their division of labor decisions. In their typology of dual-earner couples, Masterson and Hoobler (2015) theorize about how couple-level family identities can impact a wide variety of work-family decisions and behaviors, including career choices, parenting, and domestic labor. Their typology includes traditional, nontraditional, family first, outsourced, and egalitarian couples who each make work-family decisions based on specific strategies that align with and support the couple's joint identity. Outsourced couples, for example, have highly salient work roles and primarily construe their family roles in terms of being a provider. Because of their strong commitment to their work roles, these couples will likely outsource family care duties to other relatives or paid employees (e.g., nannies). As discussed above, Budworth et al.'s (2008) theoretical framework similarly outlines how a dual-earner couple's shared identity could

influence career decisions (e.g., when both partners have higher work role salience, they may alternate taking a step back from their work role to focus on their family). Although these ideas have not been extensively tested in the literature, there is initial empirical support to suggest that partners' role saliences are intertwined (e.g., Abeysekera & Gahan, 2021; Greenhaus et al., 1989; Yogev & Brett, 1985) and can even be the primary guide by which they make work-family decisions (Cluley & Hecht, 2020).

Beyond the actual division of labor itself, role salience may also influence the degree to which individuals participate in division of labor decisions. One's voice in division of labor decisions reflects the extent to which they are provided with an opportunity to express their opinions on the matter and their opinions are taken into account when making these decisions. Because role salience is a measure of a role's value and importance to a person's identity, individuals are more engaged with and committed to roles with a higher salience (P. J. Burke & Stets, 2009; McCall & Simmons, 1978; Stets & Burke, 2000). Additionally, the broader voice literature has found support for the positive relationship between meaningfulness and voice (e.g., Duan et al., 2020; Hunton et al., 1998). That is, the more meaningful and important something is to a person, the more likely they are to express their voice. Therefore, we might expect a couple's role identity profile to predict their respective voices in decisions pertaining to the division of paid and family labor.

Lastly, it is also important to recognize there can be other situational factors beyond one's spouse that may impact how one divides their time between roles. Although people inherently desire to fulfill and spend time in highly salient roles, there are times when these desires will go unmet. In these situations, identity theorists state that a person will experience diminished well-being, negative emotions, and dissatisfaction with the unfulfilled salient role (P.

J. Burke & Stets, 2009; Stryker, 1968). In the context of the present study, this could suggest a couple's pattern of role identity saliences is associated with their satisfaction with the current division of labor. One's well-being is not simply tied to the couple's actual behaviors, it is also tied to whether their behaviors align with their individual and joint needs (Masterson & Hoobler, 2015).

Before posing my second research question, I would like to briefly revisit a common criticism of dyadic work-family phenomena. As mentioned in the introduction, the work-family literature has been criticized for not incorporating dyadic-level perspectives and data into empirical research (e.g., Casper et al., 2007; Masterson & Hoobler, 2015; Parasuraman & Greenhaus, 2002). Even in the rare instances when multiple perspectives are obtained, outcomes are often still assessed at an individual level (Casper et al., 2007; Lapierre & McMullan, 2015). For example, work-family crossover research outlines how stressors and strains experienced by a focal individual can crossover to influence their partner's experienced stressors and strains (Westman, 2001). Oftentimes only one partner's experiences are of interest (e.g., outcomes are assessed only for the "receiving" partner); even if outcomes pertaining to both individuals are of interest, they are typically assessed separately for each individual (Parasuraman & Greenhaus, 2002; see Li et al., 2021 for a review). While there is merit to this approach, valuable information regarding the couple's functioning is lost (Moen & Hernandez, 2009). Poor outcomes for one member of the couple may be masked by an average of their two outcomes. Alternatively, there may be crucial couple-level outcomes that are missed when only individual-level outcomes are assessed. In order to gain a more thorough understanding of these complex relationships, each dependent variable will be assessed on an individual as well as dyadic level.

Research Question 2: Do couple-level profiles of role identity saliences differentially relate to individual-level and couple-level (i.e., average) reports of a) division of family labor, b) division of paid labor, c) voice in division of family labor decisions, d) voice in division of paid labor decisions, e) satisfaction with the division of family labor, and f) satisfaction with the division of paid labor in dual-earner parents?

CHAPTER 3

STUDY 1 METHOD

Sample and Procedure

For this study, I used an archival dataset from a study that focused on desires for the division of labor before children were born and the actual division of labor after children were born (Shockley & Allen, 2018). Participants were limited to married couples with at least one child under the age of six. Participants had to meet the following additional inclusion criteria: 1) each spouse worked at least 10 hours per week in paid employment, 2) all children were born after the couple was married, and 3) neither spouse was on parental leave from work at the time of data collection. One spouse was contacted to participate in the survey and they recruited their partner to also participate in the study. Participants were recruited via a snowball sampling approach with the researcher's friends, family, and professional acquaintances and through emails sent to alumnae from a large women's organization (13,943 emails), alumni of a large southeastern university (845 emails), and members of a website for first-time fathers (889 emails). As an incentive to participate in the study, the researcher offered to donate \$2.00 to First Book, a nonprofit organization dedicated to childhood literacy for each completed survey, up to \$500.00.

Once the first spouse completed their survey, they were asked if they would be willing to invite their partner to participate in the study and were given the option of directly sending their partner a link to participate in the study or to have the researchers contact their partner directly. The spouses were then sent a link to the study and explained that their partner had already

participated. A \$5.00 donation to First Book was offered as an incentive for each set of completed spousal surveys. The majority of matched spousal surveys were obtained from the women's organization (85.7%), followed by personal and extended networks (11.9%), the university alumni (1.4%), and the first-time father website (0.7%). The total number of participants was 578 individuals. Of these 578 participants, matched spousal data was obtained for 134 participants. Thus, the final sample consists of 134 couples (see Table 1 for demographic information).

Measures

A complete list of items can also be found in Appendix A. All measures were administered to both individuals within the marital dyad. Composite scores for each scale were created from the average score across the individual items within a measure. Furthermore, composite scores for each dependent variable were created for the wife's responses, the husband's responses, and for the dyad (using the average of the two individuals' responses). That is, each individual's unique report as well as the average response for the couple were treated as three separate dependent variables. As discussed above, this was done in order to address some of the limitations of previous research and to gain a more thorough understanding of how a couple's specific pattern of role identities affect each individual as well as the couple as a whole.

Work Role Salience

Work role salience was assessed with a four-item scale which was adapted from Lodahl and Kejnar's (1965) job involvement scale ($\alpha = .83$ for wives; $\alpha = .80$ for husbands). Response options were scaled using a five-point Likert scale from 1 (*strongly disagree*) to 5 (*strongly agree*). The items from the scale were as follows: "A major source of satisfaction in my life is

my career”; “Most of the important things that happen to me involve my career”; “I am very much involved personally in my career”; “Most of my interests are centered around my career.”

Family Role Salience

Family role salience was assessed with Lobel and St Clair’s (1992) four-item scale ($\alpha = .73$ for wives; $\alpha = .77$ for husbands). Response options were scaled using a five-point Likert scale from 1 (*strongly disagree*) to 5 (*strongly agree*). The items from the scale included: “A major source of satisfaction in my life is my family”; “Most of the important things that happen to me involve my family”; “I am very much involved personally in my family”; “Most of my interests are centered around my family.”

Division of Paid Labor

Division of paid labor was assessed with a three-item scale in which each item assessed a particular component of paid labor (work hours, income, and career prioritization decisions). Items in the scale were: “Picture the total WORK HOURS you and your spouse spend in paid labor as a pie chart. Currently, what proportion of this pie is made up of your work hours, and what proportion is made up of your spouse’s work hours?”; “Picture the total INCOME you and your spouse earn from paid labor as a pie chart. Currently, what proportion of this pie is made up of your income, and what proportion is made up of your spouse’s income?”; “Picture the total CAREER FAVORING DECISIONS that have been made throughout your marriage as a pie chart. Currently, what proportion of this pie is made up of decisions that have favored your career, and what proportion is made up of decisions that have favored your spouse’s career?” Respondents answered each item in the form of a percentage (0% to 100% in increments of 5%) for both themselves and their spouse such that the two percentages totaled to 100%. Coefficient alphas for both partners were acceptable ($\alpha = .79$ for each partner; $\alpha = .81$ for the couple). To

create the composite scores for this measure, each individual's three self-reported contributions were averaged to form two dependent variables that reflect each dyad member's perspective of their own contributions to the division of paid labor within their relationship. To create a dependent variable that reflects the couple-level perspective of the division of paid labor, the wife's self-reported contributions and the husband's other-reported contributions (i.e., the husband's report of the wife's contributions) were averaged together. For example, the wife says she personally contributes 40% and her husband contributes 60%, but the husband reports his own contribution as 70% and his wife's contribution as 30%. Accordingly, the couple-level perspective of the division of paid labor would be that the wife contributes 35% and the husband contributes 65%.

Division of Family Labor

The measure assessing respondents' reports of the division of family labor consisted of two items which reflected childcare and household tasks. Definitions and examples of both forms of family labor were provided. The two items were, "What percentage of CHILDCARE tasks do you and your spouse each perform?" and "What percentage of HOUSEHOLD tasks do you and your spouse each perform?" Similar to the division of paid labor scale, respondents provided a percentage for both themselves and their spouse for each item (0% to 100% in 5% increments) such that their estimates for their own input and their spouse's input should total to 100% for each form of family labor. Internal reliability estimates were acceptable ($r_{SB} = .77$ for wives; $r_{SB} = .74$ for husbands; $r_{SB} = .81$ for the couple). The composite scores for the division of family labor were created in the same manner as the composite scores for the division of paid labor outlined above.

Voice in Division of Paid Labor Decisions

Based on a review of prior research on voice in decision making, Shockley and Allen (2018) developed a four-item scale to measure participants' reports of their voice in division of paid labor decisions ($\alpha = .94$ for wives; $\alpha = .92$ for husbands). The couple's reported voice in division of paid labor decisions was created using the average of the two individual reports. More specifically, three items were adapted from Brockner et al. (2001) and one item was adapted from Steel and Mento (1987). Participants indicated their agreement with each item using a five-point Likert scale from 1 (*strongly disagree*) to 5 (*strongly agree*). The scale consisted of the following items: "My views are considered and taken into account in decision-making related to the division of paid labor among my spouse and I"; "What I want is considered when my partner and I arrive at decisions concerning the division of paid labor"; "I am granted a significant degree of influence in decisions that affect the division of paid labor"; and "In my marriage, I have a real say in the important decisions that impact the division of paid labor."

Voice in Division of Family Labor Decisions

The same four-item scale used to assess voice in the division of paid labor decisions was used to assess voice in the division of family labor decisions ($\alpha = .93$ for wives; $\alpha = .94$ for husbands). Voice in the division of family labor decisions was assessed at the couple level using the average of the two individual reports. This was accomplished by substituting the word "family" for the word "paid" in each item. Accordingly, the scale consisted of the following items: "My views are considered and taken into account in decision-making related to the division of family labor among my spouse and I"; "What I want is considered when my partner and I arrive at decisions concerning the division of family labor"; "I am granted a significant degree of influence in decisions that affect the division of family labor"; and "In my marriage, I have a real say in the important decisions that impact the division of family labor." Responses to

each item were scaled using a five-point Likert scale from 1 (*strongly disagree*) to 5 (*strongly agree*).

Satisfaction with the Current Division of Paid Labor

A three-item scale was created to measure satisfaction with the current division of paid labor (Shockley & Allen, 2018). This scale was adapted from Rhoades et al.'s (2006) measure of satisfaction with the current division of family labor. Responses were scaled using a five-point Likert scale from 1 (*strongly disagree*) to 5 (*strongly agree*) and the one negatively keyed item was reverse-scored. A couple's combined satisfaction with the current division of paid labor was measured using the average of the wife's and husband's self-reported satisfaction. The scale demonstrated acceptable internal consistency ($\alpha = .90$ for wives; $\alpha = .78$ for husbands). The items from the scale were as follows: "I am satisfied with the way that my partner and I divide paid labor"; "I am pleased with the amount of paid labor that I perform relative to my spouse"; and "I am unhappy with the current division of paid labor in my home."

Satisfaction with the Current Division of Family Labor

To assess satisfaction with the current division of family labor, the three-item scale assessing satisfaction with the current division of paid labor was adapted. The word "paid" was changed to "family" in each item ("I am satisfied with the way that my partner and I divide family labor"; "I am pleased with the amount of family labor that I perform relative to my spouse"; and "I am unhappy with the current division of family labor in my home"). The scale demonstrated acceptable internal consistency ($\alpha = .93$ for wives; $\alpha = .79$ for husbands). The couple-level measure of satisfaction with the current division of family labor was created using the average of the wife's and husband's individual reports.

Analytic Approach

I utilized Mplus 8.0 (Muthén & Muthén, 2017) to conduct an LPA and test for couple-level role salience profiles. Before examining the number and nature of the latent profiles, I first tested for multivariate normality across the four profile indicators (i.e., wife's work role salience, wife's family role salience, husband's work role salience, husband's family role salience). These results suggested the data were not normally distributed so I utilized maximum likelihood estimation with robust standard errors when extracting the profiles (Spurk et al., 2020). Missing data was not an issue for any of the four profile indicators. I followed the automatic three-step approach to LPA (Asparouhov & Muthén, 2014) and began by extracting two profiles and increased the number of profiles extracted until model fit no longer improved (Nylund et al., 2007). When evaluating model fit, I examined the following fit statistics: Akaike information criterion (AIC), Bayesian information criterion (BIC), consistent AIC (C-AIC; calculated as BIC plus the number of free parameters modeled), sample size adjusted Bayesian information criterion (SSA-BIC), Hurvich and Tsai's (1989) sample size adjusted bias correction to the AIC (HT-AIC), Lo-Mendell-Rubin adjusted likelihood ratio test (LMR), bootstrap likelihood ratio test (BLRT), and Entropy. While these indices were examined holistically, statistical simulations indicate that the AIC, SSA-BIC, HT-AIC, and LMR are more optimal in identifying the correct profile solution with smaller sample sizes, non-normally distributed indicators, and/or when rare profiles are present (Morgan, 2015; Morgan et al., 2016; Peugh & Fan, 2013). Therefore, these specific indices were prioritized. Additionally, to aid in my decision-making and establish the gain in model fit for each additional profile specified, I calculated an elbow plot of the AIC, BIC, C-AIC, and SSA-BIC values and examined the point at which the slope of the plot began to level off (Morin & Marsh, 2015; Petras & Masyn, 2010). Lastly, I also considered the theoretical redundancy between profiles in order to ensure theoretical parsimony (Howard et al., 2016).

After determining the final profile solution, I obtained the most likely class membership based on the posterior distribution from the profile enumeration step. I then modeled each outcome variable in relation to the final profile solution using the BCH command, which indicates whether one profile is significantly different from other profiles on each outcome (Asparouhov & Muthén, 2021). The BCH method uses a weighted multiple group analysis and avoids shifts in latent profile membership during the final stage of the three-step approach. Missing data on the outcome variables are handled using full information maximum likelihood estimation in BCH analyses. In line with best practice recommendations to guard against local solutions, each model used 5,000 random starts, 300 iterations for each random start, and the 200 best solutions were retained for the final stage optimization (Hipp & Bauer, 2006; Spurk et al., 2020).

Table 1*Study 1 Demographic Information*

	<i>M</i> or %	<i>SD</i>
Age- Wives	35.09	4.07
Age- Husbands	36.55	4.58
Number of Children	1.84	0.79
Work Hours- Wives	39.09	11.69
Work Hours- Husbands	46.58	9.44
Race/Ethnicity		
White	90.67	
Black	0.75	
Asian	0.37	
Hispanic/Latinx	1.49	
Other	2.24	
No response	4.48	
Education		
Some high school	0.37	
High school graduate	1.12	
Some college	2.61	
Associate's degree	1.49	
Bachelor's degree	39.18	
Some graduate work	6.34	
Master's degree	26.87	
Advanced degree (e.g., PhD, MD)	18.28	
No response	3.73	

Note. $N = 134$ couples.

CHAPTER 4

STUDY 1 RESULTS

Descriptive statistics and correlations for Study 1 variables can be found in Table 2. The fit statistics from the profile enumeration step for Study 1 are presented in Table 3 while Table 4 provides descriptive information for each profile within the various profile solutions. As indicated in Table 3 and in the elbow plot (see Figure 1), model fit generally began to taper off around the three-profile solution. Although the four-profile solution had slightly lower values for the AIC, BIC, C-AIC, and SSA-BIC statistics and a slightly higher Entropy value compared to the three-profile solution, the inclusion of the additional profile was the result of splitting an existing profile into two, smaller profiles which differed only quantitatively from one another (see Table 4). That is, the fourth profile did not represent a theoretically distinct profile (Howard et al., 2016). Thus, I decided to retain the more parsimonious three-profile solution, which is visually depicted in Figure 2.

The largest profile (73.1%) reflected couples who were about average on work salience ($M_{\text{wives}} = 3.14$; $M_{\text{husbands}} = 3.26$), and were relatively higher on family salience, especially among wives in this profile ($M_{\text{wives}} = 4.94$; $M_{\text{husbands}} = 4.48$). Because wives' and husbands' individual patterns of work and family saliences were similar to one another (see Figure 2) and because both partners reported higher values of family salience, I labeled this profile as *symmetric family focused* couples. The second-largest profile (20.1%) was comprised of wives with fairly high family salience ($M_{\text{wives}} = 4.31$), but who also had relatively high work salience ($M_{\text{wives}} = 3.50$). Husbands' family role salience was similarly high ($M_{\text{husbands}} = 4.36$). Compared to the other

profiles, the husbands in this group had a work salience that was slightly lower, although they were still within range of the average ($M_{\text{husbands}} = 2.98$). Accordingly, couples within this profile were labeled *wife dual high salience, husband family focused*. The third and smallest profile (6.7%) consisted of wives who were relatively higher on work salience ($M_{\text{wives}} = 3.72$) and relatively lower on family salience ($M_{\text{wives}} = 3.47$) compared to wives in the other two profiles. On the other hand, the husbands in this profile had an average work salience ($M_{\text{husbands}} = 3.28$) and a fairly high family salience ($M_{\text{husbands}} = 4.58$). To capture the different role priorities of the wives and husbands within this profile, I labeled this profile *asymmetric wife work focused*.

Research Question 2 focused on whether the role salience profiles were differentially associated with the wives', husbands', and couples' reports of the division of paid and family labor, voice in decisions pertaining to the division of paid and family labor, and satisfaction with the current division of paid and family labor. Results are presented in Table 5 and reveal there were statistically significant differences between profiles on the division of paid and family labor outcomes. When looking at wives' reports of their paid labor contributions, *asymmetric wife work focused* reported contributing significantly more ($M = 55.89$) than either *wife dual high salience, husband family focused* ($M = 40.91, p < .001$) or *symmetric family focused* ($M = 44.18, p = .001$). Wives in the *asymmetric wife work focused* profile also reported significantly lower family labor contributions ($M = 55.82$) than wives in the *symmetric family focused* profile ($M = 65.03, p = .004$).

Husbands' reported paid and family labor contributions aligned with the wives' perspectives as husbands in the *asymmetric wife work focused* profile reported significantly fewer contributions to paid labor ($M = 47.53$) than husbands in both *wife dual high salience, husband family focused* ($M = 58.57, p = .01$) and *symmetric family focused* ($M = 58.17, p =$

.004). Regarding husbands' reported contributions to family labor, those in the *asymmetric wife work focused* profile indicated they contributed significantly more ($M = 53.35$) than those in the *symmetric family focused* profile ($M = 42.30, p = .01$).

Given the relative agreement between the wives' and husbands' individual reports, the couple-level perspectives on the division of labor naturally followed a similar pattern to the individual-level reports. The wife's (husband's) contribution to paid labor was significantly higher (lower) among *asymmetric wife work focused* ($M_{\text{wives}} = 54.18; M_{\text{husbands}} = 45.82$) in comparison to *wife dual high salience, husband family focused* ($M_{\text{wives}} = 41.16, p < .001; M_{\text{husbands}} = 58.84, p < .001$) and *symmetric family focused* ($M_{\text{wives}} = 43.25, p < .001; M_{\text{husbands}} = 56.75, p < .001$). Conversely, the couple's perspective of the wife's (husband's) contribution to family labor was significantly lower (higher) among *asymmetric wife work focused* ($M_{\text{wives}} = 51.23; M_{\text{husbands}} = 48.77$) when compared to *symmetric family focused* ($M_{\text{wives}} = 61.48, p < .001; M_{\text{husbands}} = 38.52, p < .001$). There were no statistically significant differences between the profiles on any outcomes pertaining to voice in division of paid and family labor decisions ($\chi^2_{\text{wives' voice paid labor}} = 1.42, p = .49, M = 4.40; \chi^2_{\text{wives' voice family labor}} = 5.61, p = .06, M = 4.14; \chi^2_{\text{husbands' voice paid labor}} = 0.59, p = .74, M = 4.13; \chi^2_{\text{husbands' voice family labor}} = 1.42, p = .49, M = 3.99; \chi^2_{\text{couples' voice paid labor}} = 0.40, p = .82, M = 4.29; \chi^2_{\text{couples' voice family labor}} = 1.51, p = .47, M = 4.08$) or to satisfaction with the division of paid and family labor ($\chi^2_{\text{wives' sat. paid labor}} = 2.77, p = .25, M = 3.96; \chi^2_{\text{wives' sat. family labor}} = 4.39, p = .11, M = 3.63; \chi^2_{\text{husbands' sat. paid labor}} = 0.13, p = .94, M = 3.79; \chi^2_{\text{husbands' sat. family labor}} = 0.99, p = .61, M = 3.63; \chi^2_{\text{couples' sat. paid labor}} = 2.49, p = .29, M = 3.89; \chi^2_{\text{couples' sat. family labor}} = 3.59, p = .17, M = 3.62$).

Study 1 Supplemental Analyses

In order to further elucidate the value of taking a person-centered approach to role salience, I followed precedent from other LPA researchers (e.g., Chawla et al., 2021; Gabriel et al., 2015) and also explored these questions using a variable-centered (i.e., regression-based) approach. For each outcome variable, I examined the independent effects, all two- and three-way interaction effects, as well as the overall four-way interaction effect between wives' and husbands' work and family role saliences. Detailed results can be found in Appendix B.

In summary, wives' work role salience was associated with the wives', husbands', and couples' reports of paid and family labor contributions and wives' family role salience was associated with wives' voice in family labor decisions, wives' satisfaction with the division of paid and family labor, and couples' satisfaction with the division of family labor. Husbands' work role salience was associated with wives' and couples' reports of paid labor contributions, husbands' and couples' reports of family labor contributions, and husbands' satisfaction with the division of paid labor. The husbands' family role salience was not independently associated with any outcome variables. In general, there was limited support for the various interaction effects and there was only one statistically significant four-way interaction effect on husbands' voice in paid labor decisions ($\beta = -2.02, p = .04$), which was not observed in the person-centered analyses. Complex interaction effects can be difficult to interpret correctly and are not always an accurate reflection of the underlying subpopulations that exist (Gabriel et al., 2015; Morin et al., 2011). These results help distinguish the present study from past work which has chosen to focus solely on main effects or on limited interactive effects between work and family role saliences.

Table 2*Means, Standard Deviations, and Correlations for Study 1 Variables*

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
1. Wife work salience	(.83)																							
2. Wife fam salience	-.26**	(.73)																						
3. Husband work salience	.02	.01	(.80)																					
4. Husband fam salience	-.06	.03	-.20*	(.77)																				
5. Wife paid labor	.26**	-.12	-.16	-.03	(.79)																			
6. Wife fam labor	-.27**	.15	.09	.05	-.46**	(.77)																		
7. Husband paid labor	-.31**	.16	.12	.01	-.78**	.54**	(.79)																	
8. Husband fam labor	.32**	-.22*	-.21*	-.06	.52**	-.60**	-.55**	(.74)																
9. Wife voice paid labor	.07	.00	-.04	.04	.03	-.30**	-.10	.17	(.94)															
10. Wife voice fam labor	-.06	.20*	.08	.00	-.16	-.33**	-.08	.04	.45**	(.93)														
11. Husband voice paid labor	-.04	-.02	.09	.10	-.17	.11	.14	-.24*	-.07	.10	(.92)													
12. Husband voice fam labor	.04	-.11	.11	.09	.06	.09	-.08	-.07	-.07	-.01	.67**	(.94)												
13. Wife sat paid labor	.03	.16	-.07	.06	-.23**	-.03	.07	-.03	.55**	.39**	.02	-.18*	(.90)											
14. Wife sat fam labor	.04	.19*	-.04	.05	-.09	-.36**	-.07	.11	.34**	.69**	.10	-.09	.40**	(.93)										
15. Husband sat paid labor	.05	-.02	.22*	.07	-.23*	.19*	.27**	-.22*	.07	.08	.50**	.33**	.18	.07	(.78)									

Table 2 (continued)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
16. Husband sat fam labor	.06	.10	.15	-.02	-.13	.19*	.16	-.29**	.01	.04	.47**	.50**	-.01	.04	.46**	(79)								
17. Couple paid labor-wife	.30**	-.14	-.18*	-.01	.95**	-.52**	-.94**	.57**	.06	-.08	-.16	.08	-.20*	-.04	-.26**	-.15	(81)							
18. Couple fam labor-wife	-.32**	.20*	.16	.07	-.54**	.90**	.61**	-.89**	-.26**	-.20*	.19*	.09	.00	-.27**	.23*	.26**	-.60**	(81)						
19. Couple paid labor-husband	-.30**	.14	.18*	.01	-.95**	.52**	.94**	-.57**	-.06	.08	.16	-.08	.20*	.04	.26**	.15	-1.0**	.60**	(81)					
20. Couple fam labor-husband	.32**	-.20*	-.16	-.07	.54**	-.90**	-.61**	.89**	.26**	.20*	-.19*	-.09	.00	.27**	-.23*	-.26**	.60**	-1.0**	-.60**	(81)				
21. Couple voice paid labor	.03	.02	.03	.04	-.12	-.16	.03	.02	.74**	.41**	.66**	.42**	.45**	.33**	.41**	.34**	-.08	-.11	.08	.11	—			
22. Couple voice fam labor	-.02	.09	.14	.05	-.16	-.19*	-.08	.01	.32**	.80**	.51**	.63**	.28**	.51**	.28**	.35**	-.10	-.11	.10	.11	.55**	—		
23. Couple sat paid labor	.03	.12	.05	.09	-.32**	.08	.21*	-.10	.44**	.37**	.30**	.06	.86**	.38**	.71**	.26**	-.32**	.10	.32**	-.10	.53**	.41**	—	
24. Couple sat fam labor	.04	.18*	.02	.07	-.18*	-.20*	.06	-.03	.28**	.55**	.37**	.24*	.36**	.84**	.34**	.64**	-.15	-.10	.15	.10	.42**	.58**	.48**	—
<i>M</i>	3.25	4.72	3.20	4.47	44.33	63.84	57.52	43.76	4.40	4.14	4.13	3.99	3.96	3.63	3.79	3.63	43.58	60.13	56.42	39.87	4.29	4.08	3.89	3.62
<i>SD</i>	0.69	0.44	0.72	0.50	15.12	13.62	13.79	13.42	0.62	0.81	0.60	0.68	1.01	1.06	0.79	0.80	14.04	12.22	14.04	12.22	0.45	0.57	0.78	0.78

Note. $N = 134$ couples. Reliability information is located on the diagonal. Fam = family; Sat = satisfaction. The couple variables are couples' average reports across the constructs of interest.

* $p < .05$. ** $p < .01$.

Table 3*Latent Profile Enumeration Fit Statistics for Study 1*

	LL	FP	AIC	BIC	C-AIC	SSA-BIC	HT-AIC	LMR (<i>p</i>)	BLRT (<i>p</i>)	Entropy
1 profile	-460.09	8	936.18	959.36	967.36	934.05	957.94	N/A	N/A	N/A
2 profiles	-420.14	13	866.27	903.94	916.94	862.82	925.39	.03	<.001	.949
3 profiles	-398.18	18	832.36	884.52	902.52	827.59	946.47	.03	<.001	.968
4 profiles	-379.88	23	805.76	872.41	895.41	799.65	992.51	.08	<.001	.976

Note. $N = 134$ couples. LL = log-likelihood; FP = free parameters; AIC = Akaike information criterion; BIC = Bayesian information criterion; C-AIC = consistent Akaike information criterion (calculated as the number of free parameters plus the BIC value); SSA-BIC = sample size adjusted BIC; HT-AIC = Hurvich and Tsai's (1989) sample size adjusted bias correction to the AIC; LMR = Lo-Mendell-Rubin adjusted LRT test; BLRT = bootstrapped log-likelihood ratio test.

Table 4*Latent Profile Means According to Profile Solution*

	% of Sample	Wife Work Salience <i>M</i>	Wife Family Salience <i>M</i>	Husband Work Salience <i>M</i>	Husband Family Salience <i>M</i>
Study 1					
<i>2-profile solution</i>					
Class 1	11.9	3.52	3.77	3.28	4.39
Class 2	88.1	3.20	4.87	3.19	4.48
<i>3-profile solution</i>					
Wife dual high salience, husband family focused	20.1	3.50	4.31	2.98	4.36
Asymmetric wife work focused	6.7	3.72	3.47	3.28	4.58
Symmetric family focused	73.1	3.14	4.94	3.26	4.48
<i>4-profile solution</i>					
Class 1	5.2	3.79	3.40	3.38	4.51
Class 2	73.1	3.13	4.94	3.26	4.48
Class 3	14.9	3.58	4.44	2.83	4.46
Class 4	6.7	3.34	3.96	3.27	4.29
Study 2					
<i>2-profile solution</i>					
Class 1	39.3	3.41	3.88	2.91	4.13
Class 2	60.7	3.14	4.84	2.89	4.53
<i>3-profile solution</i>					
Asymmetric wife less family focused	3.4	3.30	3.16	3.09	4.20
Wife dual high salience, husband family focused	36.6	3.41	4.00	2.86	4.16
Symmetric family focused	60.0	3.14	4.87	2.91	4.53
<i>4-profile solution</i>					
Class 1	6.2	3.38	3.22	3.02	4.21
Class 2	60.0	3.14	4.87	2.91	4.53
Class 3	2.1	3.53	3.84	4.20	2.09
Class 4	31.7	3.39	4.03	2.78	4.28

Table 5*Study 1 Distal Outcome (BCH) Results for Profiles of Couples' Role Salience*

	<i>Wife Dual High Salience, Husband Family Focused (A)</i>	<i>Asymmetric Wife Work Focused (B)</i>	<i>Symmetric Family Focused (C)</i>	<i>Chi-Square (X²)</i>
<i>Wives' outcomes</i>				
Paid labor contribution	40.91 ^B	55.89 ^{A,C}	44.18 ^B	13.69 ^{**}
Family labor contribution	62.12	55.82 ^C	65.03 ^B	8.34 [*]
Voice in paid labor decisions	4.30	4.58	4.40	1.42
Voice in family labor decisions	3.99	3.58 ^C	4.24 ^B	5.61
Satisfaction with division of paid labor	3.74	3.74	4.04	2.77
Satisfaction with division of family labor	3.34	3.22	3.75	4.39
<i>Husbands' outcomes</i>				
Paid labor contribution	58.57 ^B	47.53 ^{A,C}	58.17 ^B	8.58 [*]
Family labor contribution	45.86	53.35 ^C	42.30 ^B	7.05 [*]
Voice in paid labor decisions	4.20	3.97	4.13	0.59
Voice in family labor decisions	4.12	4.00	3.95	1.42
Satisfaction with division of paid labor	3.74	3.82	3.80	0.13
Satisfaction with division of family labor	3.64	3.26	3.67	0.99
<i>Couple-level outcomes</i>				
Couple's perspective of the wife's paid labor contribution	41.16 ^B	54.18 ^{A,C}	43.25 ^B	20.71 ^{**}
Couple's perspective of the wife's family labor contribution	58.13	51.23 ^C	61.48 ^B	8.58 [*]
Couple's perspective of the husband's paid labor contribution	58.84 ^B	45.82 ^{A,C}	56.75 ^B	20.71 ^{**}
Couple's perspective of the husband's family labor contribution	41.87	48.77 ^C	38.52 ^B	8.58 [*]
Voice in paid labor decisions	4.24	4.28	4.30	0.40
Voice in family labor decisions	4.07	3.79	4.12	1.51
Satisfaction with division of paid labor	3.72	3.78	3.94	2.49
Satisfaction with division of family labor	3.47	3.24	3.69	3.59

Note. $N = 134$ couples. The values per outcome are means. The chi-square statistic reflects the

significance of the omnibus difference test. The pairwise comparisons are highlighted through superscripts, indicating profiles that are significantly different from each other at least at $p < .05$.

Note that mean differences between profiles should only be interpreted when the chi-square statistic is significant.

* $p < .05$. ** $p < .01$.

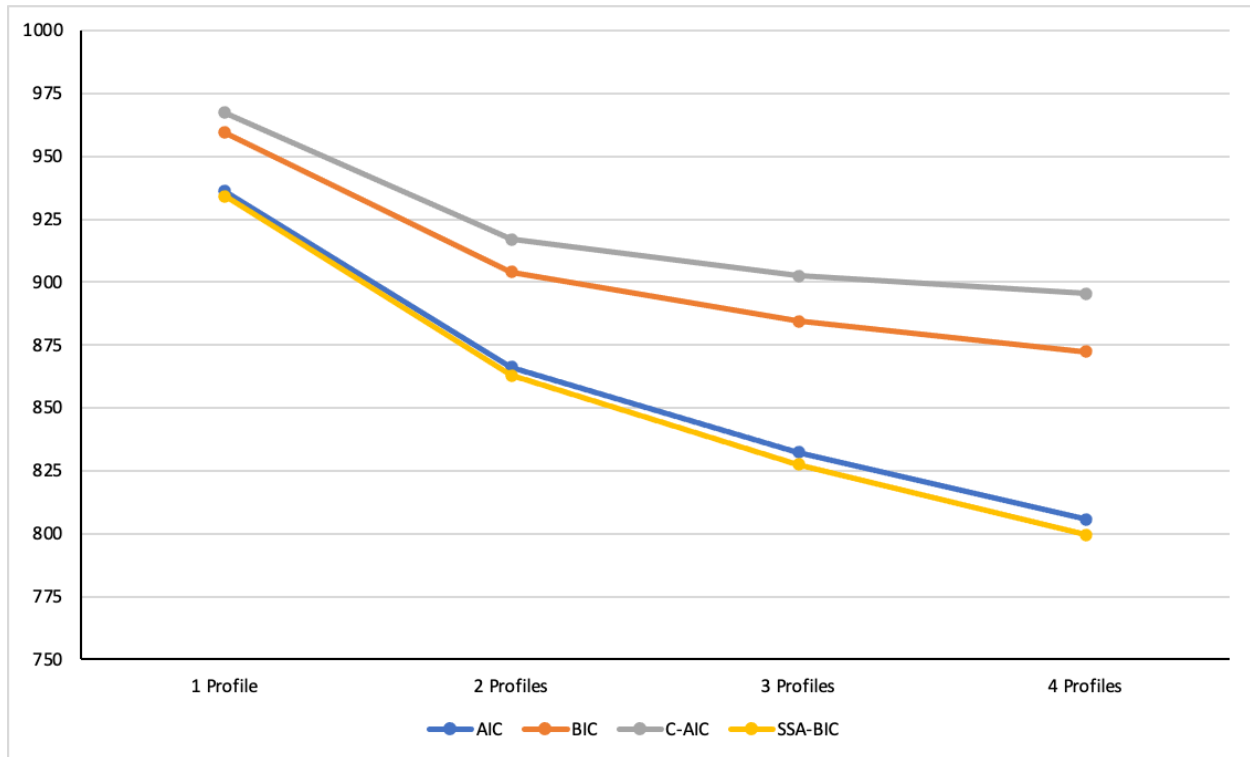


Figure 1

Elbow Plot for the AIC, BIC, C-AIC, and SSA-BIC in Determining Study I's Profile Solution

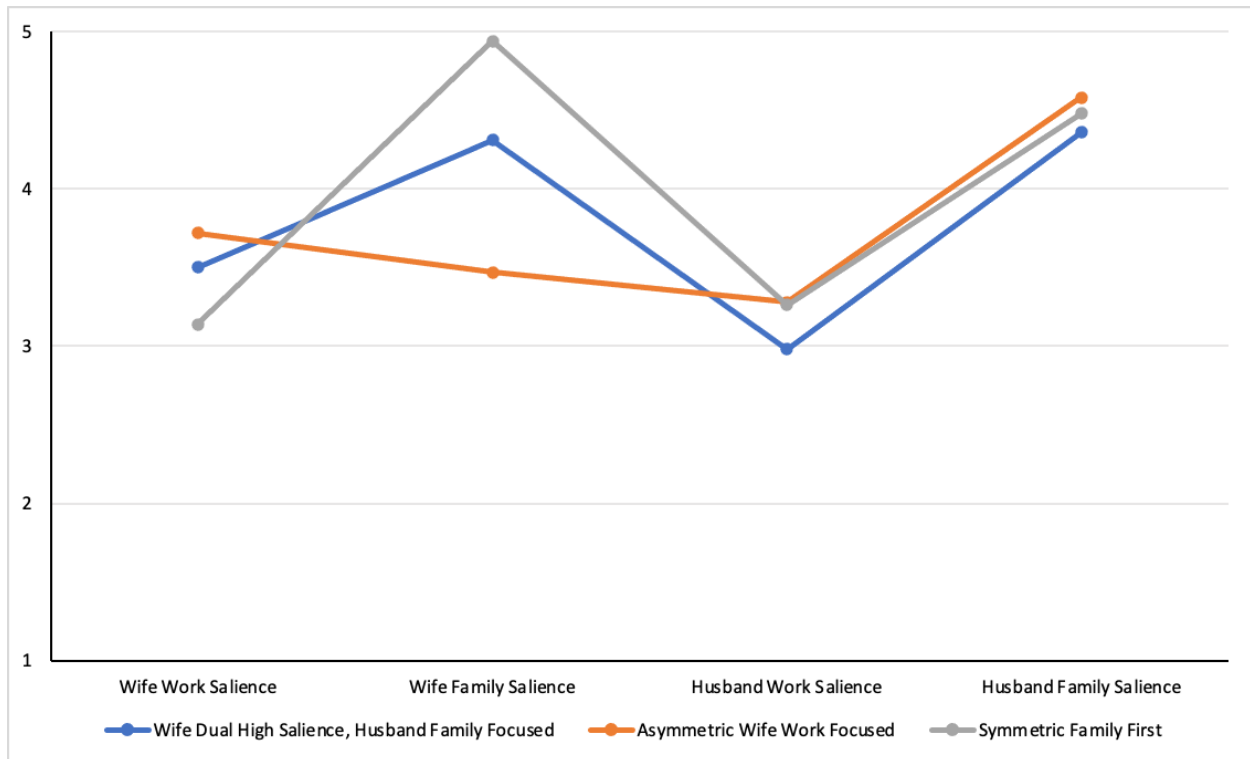


Figure 2

Study 1 Latent Profiles of Couples' Role Saliences

Note. The y-axis refers to the salience of a role to a person's identity (1 = *strongly disagree*; 5 = *strongly agree*).

CHAPTER 5

STUDY 1 DISCUSSION

The results from Study 1 provide support for three qualitatively distinct profiles of couples' role saliences among a sample of dual-earner parents—*wife dual high salience*, *husband family focused* couples, *asymmetric wife work focused* couples, and *symmetric family focused* couples. Although individuals' work and family roles are often among the most important aspects of a person's identity, these findings suggest there are meaningful between-person differences in how much value is ascribed to these roles. The distinctions between the various profiles observed in this sample were primarily due to differences in the patterns of work and family role saliences among the wives, as the husbands tended to report average work role salience and higher family role salience across all three profiles. While most wives seemingly prioritized their family roles, a notable portion of the sample (20.1%) indicated they highly valued both their work and family roles and a small group of wives reported having a higher work role salience (6.7%).

Results indicated there were significant differences in the division of paid and family labor for the *asymmetric wife work focused* profile. These results were consistent across the couple- and individual-level assessments of the division of labor variables due to the considerable alignment between spouses' individual reports of the division of labor. Compared to their counterparts in either of the other two profiles, *asymmetric wife work focused* wives contributed significantly more to the paid labor and the husbands contributed significantly less to the paid labor. Conversely, *asymmetric wife work focused* wives contributed significantly less to

the family labor and these husbands contributed significantly more to the family labor when compared to their *symmetric family focused* counterparts. Given that wives in the *asymmetric wife work focused* profile reported an above average work role salience and a below average family role salience, these findings appear to align well with the nature of the profile.

These findings beg the question of which couple profile is the most desirable for an equitable division of family labor. According to the couple-level measurement of the division of family labor, couples in the *asymmetric wife work focused* profile split the family labor most evenly with wives performing 51.2% of the work. This is in comparison to 58.1% for wives in the *wife dual high salience, husband family focused* profile and 61.5% for wives in the *symmetric family focused* profile. However, it is important to note that the *asymmetric wife work focused* profile was also the only profile in which wives were also the majority contributor (54.2%) to the household's paid labor (in comparison to 41.2% for *wife dual high salience, husband family focused* wives and 43.2% for *symmetric family focused* wives). Thus, *asymmetric wife work focused* wives contributed the majority share to both the paid and family labor and could eventually begin to experience role overload despite the nearly equal split in the division of family labor (Glynn, 2018; Sawhill & Guyot, 2020). On the other hand, the differences between wives' and husbands' family labor contributions in the *wife dual high salience, husband family focused* and *symmetric family focused* profiles (wives performed ~60% of the family labor) could have implications for other well-being outcomes beyond those examined in the present study (e.g., relationship satisfaction), and these should be considered in future scholarly work. While at first glance it may appear to be inconsequential in comparison to other factors or behaviors within the spousal relationship, sharing household responsibilities is among the top three factors associated with a successful marriage—only following having shared interests and a satisfying

sexual relationship—and is one of the factors relationship experts recommend couples discuss before getting married (Geiger, 2016; “Questions Couples Should Ask (or Wish They Had) Before Marrying,” 2006).

In addition to identifying the influence of couples’ role salience profiles on the actual division of paid and family labor, I also tested whether these profiles exhibited differences on other well-being outcomes associated with the division of labor. Contrary to expectations, profiles of role saliences did not differentially influence voice in division of paid and family labor decisions nor did it influence satisfaction with the division of paid and family labor. It is encouraging to note that across all three profiles, individuals indicated they were able to express their voice when discussing the division of labor with their spouse ($M_{\text{couples' voice paid labor}} = 4.24\text{--}4.30$; $M_{\text{couples' voice family labor}} = 3.79\text{--}4.12$) and that they were generally satisfied with the division of paid and family labor within their households ($M_{\text{couples' sat. paid labor}} = 3.72\text{--}3.94$; $M_{\text{couples' sat. family labor}} = 3.24\text{--}3.69$).

The lack of significant differences between profiles on perceptions of voice as well as the relatively high average reports of voice may be due in part to the nature of the relationship between husbands and wives. Prior research within the voice literature suggests the nature of the group can influence voice behaviors. Specifically, when an individual is satisfied with the group and highly identifies with the group, they will feel more comfortable expressing their thoughts and are more likely to engage in voice behaviors (Morrison et al., 2011). Given the close relationship between spouses and that the average family salience value was quite high ($M_{\text{wives}} = 4.72$; $M_{\text{husbands}} = 4.47$), individuals may just be more comfortable expressing their voice with their spouse regardless of their own or their spouse’s role saliences.

The nonsignificant findings related to satisfaction with the division of labor could be explained in part by the underlying reason for employing a particular division of labor strategy. There exists the very real possibility that a couple's particular division of labor strategy was determined out of economic necessity. For example, a couple's financial situation may require both partners to secure employment in the labor market, but one partner may earn substantially more or receive better employment benefits than the other. Additionally, they may also be facing limited options for childcare. Therefore, they might determine how much time each individual allocates to their paid and family labor based on these factors and the resources available to them. Because they were forced to navigate a situation that was beyond their control, they may not experience as much guilt or dissatisfaction from acting in a manner that was inconsistent with their role saliences (Adler, 1980; Smith & Lazarus, 1993). Future research can begin to disentangle these ideas by also examining the decision-making process and reasons behind couples' division of labor strategies.

Additionally, we should also consider how these constructs operate within the gendered nature of society. Previous research suggests that a couple's beliefs about who should be responsible for household tasks and what constitutes an "equal" division of labor have important implications for the couple's well-being beyond the actual division of labor itself (Ogolsky et al., 2014; Suttie, 2019; Thurston et al., 2011). The lack of a significant relationship between a couple's salience profile and their satisfaction with the division of labor might be due to the fact that couples tended to employ division of labor strategies that either aligned with their role saliences (as in the case of *asymmetric wife work focused* couples) or, as observed in the remaining two profiles, with gendered social norms regarding who should perform each type of labor (wives performed ~60% of the family labor while husbands performed ~60% of the paid

labor). Although men have begun to take on greater amounts of family labor duties, women still perform the majority of childcare and household labor tasks (Bureau of Labor Statistics, 2022).

While many studies have examined the effects of inequalities in the division of labor on an individual's physical and mental well-being (e.g., Ciciolla & Luthar, 2019; Frisco & Williams, 2003), research findings indicate there is a complex relationship between a division of labor strategy and one's subsequent well-being and satisfaction with that strategy (Lively et al., 2010; Ogolsky et al., 2014). A person's beliefs about whether or not household labor should be divided equally and if these beliefs align with their partner's view on the subject is one critical factor (Suttie, 2019). Couples who agreed on the notion that household labor should be divided equally were happier than couples who held conflicting views on the subject and, for women, this agreement impacted their perceptions of the quality of their marriage even more so than the equitable division of labor itself (Ogolsky et al., 2014).

Research also suggests that men's and women's responses to inequalities in the division of labor depend on who is benefitting in the scenario (Lively et al., 2010). Lively and colleagues reported that men had more negative reactions to situations in which they under-benefited from the inequality in the division of labor (i.e., men were doing more than their fair share of labor), while women had a more negative response to division of labor strategies in which they over-benefited (i.e., women were doing less than their fair share). Together, these findings illustrate how gender norms within the prevailing social and cultural context can influence one's views on and satisfaction with the division of labor. In the present study, the nonsignificant relationship between couples' salience profiles and their satisfaction with the division of labor might be due to a similarity in beliefs about who should be primarily responsible for each type of labor or to

men and women's tendency to view unequal divisions of labor as fair as a result of influential social gender norms (Claffey & Manning, 2010).

CHAPTER 6

INTRODUCTION TO STUDY 2: COUPLE-LEVEL ROLE IDENTITY PROFILES AMONG A NONTRADITIONAL SAMPLE OF DUAL-EARNER PARENTS

The primary purpose of Study 1 was to determine if there is an identity salience-based typology among dual-earner couples and to examine the relationships between a couple's typology and the division of labor as well as well-being outcomes associated with the division of labor. Study 2 seeks to examine whether or not the profiles observed in Study 1 also emerge in a "nontraditional" sample of female breadwinners (i.e., couples wherein the wife earns more money than the husband). It also aims to expand the nomological network surrounding these profiles by examining the influence of gender role beliefs on profile membership and by considering the effects of profile membership on WFC in addition to the division of labor.

Gender Role Ideology

As previously discussed, an important tenet of identity theory is that roles and their corresponding behaviors are defined and shaped by the prevailing social context (Stryker, 1968). Roles reflect a set of expectations that are tied to a corresponding social position or categorization within the broader society (P. J. Burke & Stets, 2009). These expectations guide people's attitudes and behaviors as they engage in or with that role. Gender is one such social construct that is inextricably intertwined with societal expectations regarding how people should behave. Gender role beliefs occur along a continuum in which one end represents a more egalitarian view where men's and women's roles are interchangeable and there is a more equitable division of labor and opportunities. Traditional views lie on the other end of the

continuum and reinforce the idea that men and women play specific roles in society (i.e., men should be primarily involved in the work domain and women should prioritize the family domain).

Socialization processes are the primary method by which people come to learn about and espouse gender role norms and can be a powerful force in shaping people's beliefs. Because gender role norms are so engrained in society, the meaning people place on roles may be significantly shaped by what social norms tell them should matter to them according to their gender. Indeed, empirical evidence supports the relationship between gender role ideology and role salience (Liu & Ngo, 2017; Peplau et al., 1993; Phillips & Imhoff, 1997) and even between one's spouse's gender role ideology and the focal individual's role salience (Moya et al., 2000). Espousing more traditional gender role beliefs (Liu & Ngo, 2017; Sweet et al., 2016) or having a husband who espouses these beliefs (Moya et al., 2000) is associated with lower values of work role salience and/or higher values of family role salience among women. Alternatively, higher work role salience is associated with masculine gender traits and has been observed among men who hold traditional gender ideologies (Geldenhuis et al., 2019; Sweet et al., 2016).

Accordingly, I posit the following:

Research Question 3: Are there distinct couple-level profiles of role identity saliences (when considering both people's work and family saliences) among "nontraditional" dual-earner parents?

Research Question 4: Do wives' gender role beliefs, husbands' gender role beliefs, and couples' (i.e., the average of the wife's and husband's beliefs) gender role beliefs differentiate couple-level profiles of role identity saliences among "nontraditional" dual-earner parents?

Couple-Level Role Identity Profiles and Outcomes

Given that a majority of prior research on role salience has focused on WFC outcomes, I am also investigating the influence of couple-level role identity profiles on both WIF and FIW in addition to the division of paid and family labor. As previously stated, role salience is proposed to influence one's commitment to a role and time spent in a role (P. J. Burke & Stets, 2009; Stryker, 1968). As the salience of any given role increases, we might expect a person to spend more time and energy in investing in that role. This would naturally limit their participation in other roles and would likely lead to increased levels of interrole conflict (Erdogan et al., 2021; Rothbard & Edwards, 2003). The second method by which salience could impact WFC is through its influence on one's psychological response to a role (Greenhaus & Beutell, 1985). That is, the salience of a role can color one's perception of demands that stem from that role (Greenhaus & Beutell, 1985), in-role experiences (ten Brummelhuis & Lautsch, 2016), and perception of and response to interrole conflicts (Boyar et al., 2008; D. S. Carlson & Kacmar, 2000; Carr et al., 2008; Erdogan et al., 2021). Thus, I raise the following research question:

Research Question 5: Do couple-level profiles of role identity saliences differentially relate to individual-level and couple-level (i.e., average) reports of a) division of family labor, b) division of paid labor, c) WIF, and d) FIW in “nontraditional” dual-earner parents?

CHAPTER 7

STUDY 2 METHOD

Sample and Procedure

The data utilized in Study 2 come from an archival dataset of female breadwinners (earning 51% or more of the total household income). In the first round of data collection, female breadwinners were recruited through Qualtrics Panel Services. To be included in the study, participants must be married to a male partner, have a least one child, and be a part of a dual-earner household. After completing their survey, female breadwinners were compensated for their participation and were asked if they would be willing to invite their spouse to also participate in the study. Spousal data was obtained from 59 of these women. In the second round of data collection, Facebook ads were utilized to recruit participants along the same inclusion criteria outlined above. Once a female breadwinner expressed interest in the study, the survey was sent to their spouse and only after the spouse completed their survey did the female breadwinner complete her survey. This approach resulted in data from 86 additional dyads who were each compensated \$10 in Amazon gift cards. Thus, the final sample consists of 145 couples (see Table 6 for demographic information).

Measures

A complete list of the items utilized in Study 2 can be found in Appendix C. All measures were administered to both individuals within the marital dyad. Unless otherwise noted, each construct was assessed with a 5-point Likert scale from 1 (*strongly disagree*) to 5 (*strongly agree*). Composite scores for each construct were obtained by averaging across the scores on

each individual item. As in Study 1, composite scores on gender role beliefs and each dependent variable were created for both individuals within the marital dyad and for the couple as a unit, when appropriate.

Work and Family Role Saliences

Like Study 1, work role salience was assessed with the four-item scale adapted from Lodahl and Kejnar (1965) and family role salience was measured using Lobel and St Clair's (1992) four-item scale and replacing the word "career" with the word "family." Measures of internal consistency reached an acceptable level for both work role salience ($\alpha = .78$ for both partners) and family role salience ($\alpha = .77$ for wives; $\alpha = .86$ for husbands).

Gender Role Beliefs

A six-item scale outlined in Davis and Greenstein (2009) was used to assess gender role beliefs ($\alpha = .84$ for wives; $\alpha = .86$ for husbands). Based on a review of prior research, three items were selected from Zuo and Tang's (2000) gender ideology scale. These items were: "The husband should earn higher pay than the wife"; "If jobs are scarce, the wife shouldn't work"; and "Even if the wife works, the husband should be the main breadwinner." An additional two items were selected from the International Social Survey Programme (ISSP) questionnaire ("Both the man and woman should contribute to the household income" [reverse scored] and "A man's job is to earn money; a woman's job is to look after the home and family"). The final item in the scale, "If a woman earns more money than her husband, it's almost certain to cause problems," came from an item in the World Values Survey. This scale can be viewed as a continuum wherein lower values reflect nontraditional gender role beliefs and higher values reflect more traditional gender role beliefs. To assess gender role beliefs at the couple level, I averaged the wife's and husband's individual scores.

Division of Paid Labor

The division of paid labor was assessed by asking both members of the marital dyad about their typical weekly work hours and contributions to the household income. Regarding work hours, each individual was asked, “On average, how many hours per week do you work at your current job?” This information was used to calculate each dyad member’s report of the amount of time they personally spend in paid employment relative to the total amount of time the couple as a whole spends in paid employment. A similar approach was used to assess contributions to the total household income. Each individual reported their personal annual income which was used to calculate each dyad member’s report of their own relative contribution to the total household’s annual income. Similar to Study 1, each individual’s perspective on their personal contribution to the division of paid labor was based on the average of the two percentages reflective of their contributions to the total household’s annual income and time spent in paid labor ($r_{SB} = .55$ for both partners).

Division of Family Labor

The division of family labor was measured by asking participants to indicate the percentage of time they personally performed various family labor tasks. The tasks were reflective of both household tasks (preparing meals, washing dishes, cleaning the house, shopping, washing and ironing, taking out the trash, outdoor work, paying bills, and auto maintenance) and childcare tasks (driving children to appointments/play dates/activities, bathing children, disciplining children, playing with children, and supervising children). An individual’s contribution to family labor was calculated from the average amount of time they reported completing the various activities ($\alpha = .82$ for wives; $\alpha = .83$ for husbands; $\alpha = .83$ for couples).

The couple-level perspective on the division of family labor was calculated in the same manner as in Study 1.

Work-Family Conflict

Netemeyer et al.'s (1996) work-family conflict scales were used to assess both directions of conflict. WIF and FIW were each measured with five items to form separate composite scores (WIF: $\alpha = .93$ for wives, $\alpha = .91$ for husbands; FIW: $\alpha = .90$ for wives, $\alpha = .93$ for husbands).

The couple-level reports of WIF and FIW were calculated by averaging the wife's and husband's individual-level reports of each type of conflict. The following items were used to assess WIF:

“The demands of my work interfere with my home and family life”; “The amount of time my job takes up makes it difficult to fulfill family responsibilities”; “Things I want to do at home do not get done because of the demands my job puts on me”; “My job produces strain that makes it difficult to fulfill family duties”; “Due to work-related duties, I have to make changes to my plans for family activities.” While the FIW scale consisted of the following items: “The demands of my family or spouse/partner interfere with work-related activities”; “I have to put off doing things at work because of demands on my time at home”; “Things I want to do at work don't get done because of the demands of my time at home”; “My home life interferes with my responsibilities at work such as getting to work on time, accomplishing daily tasks, and working overtime”; “Family related strain interferes with my ability to perform job-related duties.”

Analytic Approach

I conducted an LPA in Mplus 8.0 (Muthén & Muthén, 2017) to test for couple-level role salience profiles and followed the automatic three-step approach to LPA (Asparouhov & Muthén, 2014). As in Study 1, multivariate normality tests suggested the profile indicators (i.e., wife's work role salience, wife's family role salience, husband's work role salience, husband's

family role salience) were not normally distributed so I utilized maximum likelihood estimation with robust standard errors when extracting the profiles (Spurk et al., 2020). I began by extracting two profiles and increased the number of profiles extracted until model fit no longer improved (Nylund et al., 2007). When evaluating model fit, I reported the following fit statistics: AIC, BIC, C-AIC, SSA-BIC, HT-AIC, LMR test, BLRT test, and Entropy values. I also calculated an elbow plot for the AIC, BIC, C-AIC, and SSA-BIC values. As in Study 1, I considered the theoretical meaningfulness of each profile when selecting the final profile solution.

Once I determined the final profile solution, I obtained the most likely class membership from the posterior distribution. I then modeled my antecedents as predictors of profile membership and modeled profile membership as a predictor of my various outcomes. To model the antecedents, I used the R3STEP command (Asparouhov & Muthén, 2014) which utilizes multinomial logistic regression to evaluate whether an increase in an antecedent makes an individual more or less likely to belong to one profile compared to another profile. Additionally, I calculated and reported the odds ratios for each antecedent comparison to aid in interpretation. When modeling the antecedents, I evaluated the couples' traditional gender role beliefs variable separately from the wives' and husbands' traditional gender role beliefs variables to increase the reliability and interpretability of the model estimates. This was necessary as the couple-level variable is the average of the wife's and husband's individual reports and is therefore strongly correlated with these two variables. When modeling profile membership in relation to each outcome variable, I used the BCH command (Asparouhov & Muthén, 2021). The antecedent and outcome analyses were run separately in accordance with available automatic three-step procedures (Asparouhov & Muthén, 2014). Lastly, as in Study 1, each model used 5,000 random

starts, 300 iterations for each random start, and the 200 best solutions were retained for the final stage optimization to guard against local solutions (Hipp & Bauer, 2006; Spurk et al., 2020).

Table 6*Study 2 Demographic Information*

	<i>M</i> or %	<i>SD</i>
Age- Wives	37.69	8.54
Age- Husbands	39.39	8.62
Number of Children	1.90	0.85
Years Married	10.63	8.34
Work Hours- Wives	43.42	7.48
Work Hours- Husbands	36.62	11.04
Job Tenure- Wives	7.56	7.06
Job Tenure- Husbands	7.54	7.75
Industry		
Forestry, fishing, hunting, or agriculture support	1.03	
Utilities	1.03	
Construction	6.55	
Manufacturing	6.90	
Wholesale trade	0.35	
Retail trade	4.83	
Transportation or warehousing	5.86	
Information	5.17	
Finance or insurance	5.52	
Real estate	0.69	
Professional, scientific, or technical services	13.45	
Management of companies or enterprises	1.03	
Admin, support, waste management, or remediation services	1.38	
Educational services	13.10	
Health care or social assistance	12.41	
Arts, entertainment, or recreation	2.76	
Accommodation or food services	2.76	
Other	15.17	

Note. *N* = 145 couples.

CHAPTER 8

STUDY 2 RESULTS

Means, standard deviations, and correlations for Study 2 variables are presented in Table 7. The results of the latent profile enumeration process are outlined in Table 8 and the elbow plot is depicted in Figure 3; both indicate model fit began to plateau around the three-profile solution. While the four-profile solution had lower values for the AIC, BIC, and SSA-BIC statistics and showed a slight increase in Entropy, a closer examination of the four-profile solution indicated the additional profile reflected a small subset of couples ($n = 3$) comprised of husbands who were likely outliers. Specifically, the wives in this profile had work and family role saliences that resembled patterns observed in other profiles ($M_{\text{work salience}} = 3.53$; $M_{\text{family salience}} = 3.84$), while the husbands reported an atypical salience pattern ($M_{\text{work salience}} = 4.20$; $M_{\text{family salience}} = 2.09$). Although this salience pattern is conceivable, given the small class size, the fact that only the husbands' salience patterns were unique, and that the nature of this salience pattern was in opposition to the pattern observed throughout the rest of the sample, I concluded the profile was likely an outlier and retained the three-profile solution (see Figure 4).

The largest profile comprised 60% of the sample and mirrored the *symmetric family focused* profile from Study 1 as these couples were also average on work salience ($M_{\text{wives}} = 3.14$; $M_{\text{husbands}} = 2.91$) and had a higher family salience ($M_{\text{wives}} = 4.87$; $M_{\text{husbands}} = 4.53$). Given the similarity to the profile observed in Study 1, I retained the *symmetric family focused* moniker for this profile. The second-largest profile (36.6%) reflected couples in which the wives valued both their work and family roles ($M_{\text{work salience}} = 3.41$; $M_{\text{family salience}} = 4.00$) and husbands appeared to

give preference to their family roles ($M_{\text{work salience}} = 2.86$; $M_{\text{family salience}} = 4.16$). As in Study 1, I labeled couples within this profile *wife dual high salience, husband family focused*. The third profile (3.4%) consisted of couples in which the wife gave a slight preference to their work role over their family role ($M_{\text{work salience}} = 3.30$; $M_{\text{family salience}} = 3.16$), while the husband placed a higher salience on their family role over their work role ($M_{\text{work salience}} = 3.09$; $M_{\text{family salience}} = 4.20$). Although the wives in this profile tended to have higher work role salience than family role salience, their work role salience was not notably higher than the average within the broader sample. Therefore, despite the similarity in the overall trend of the salience pattern observed between this profile and the *asymmetric wife work focused* profile from Study 1, I labeled this profile *asymmetric wife less family focused* to reflect this slight difference.

Regarding whether traditional gender role beliefs are antecedents of couples' role salience profiles (Research Question 4), my results suggested that wives' traditional gender role beliefs do play a part in distinguishing profile membership, but husbands' and couples' traditional gender role beliefs do not (see Table 9). Specifically, when wives hold more traditional gender role beliefs, they have an increased probability of belonging to the *wife dual high salience, husband family focused* profile compared to the *symmetric family focused* profile ($OR = 1.88, p = .03$).

Lastly, Research Question 5 considered whether profiles differentially related to the division of paid and family labor as well as WIF and FIW within this sample of nontraditional dual-earner parents. Results are presented in Table 10 and indicate there were statistically significant differences between profiles on both WIF and FIW outcomes, but not on any outcomes pertaining to the division of paid and family labor. Turning first to wives' reported WFC, wives in the *wife dual high salience, husband family focused* profile experienced higher

levels of both WIF ($M = 3.37$) and FIW ($M = 2.80$) compared to wives in the *symmetric family focused* profile ($M_{WIF} = 2.95, p = .02; M_{FIW} = 2.28, p = .004$).

Husbands, on the other hand, only demonstrated significant differences between profiles on their reported WIF, but not FIW. *Symmetric family focused* husbands experienced significantly less WIF ($M = 2.46$) compared to husbands in both *asymmetric wife less family focused* ($M = 3.48, p = .01$) and *wife dual high salience, husband family focused* ($M = 2.93, p = .01$). When examining the average levels of WFC across the couple, *wife dual high salience, husband family focused* reported significantly more WIF ($M = 3.15$) and FIW ($M = 2.66$) compared to *symmetric family focused* ($M_{WIF} = 2.72, p = .001; M_{FIW} = 2.24, p = .01$).

Study 2 Supplemental Analyses

To supplement the person-centered analyses reported above, I also considered what my findings would have been had I utilized a variable-centered approach. As in Study 1, I examined the independent effects, all two- and three-way interaction effects, as well as the overall four-way interaction effect between wives' and husbands' work and family role saliences on each outcome variable (see Appendix D). Wives' work role salience was positively associated with wives' FIW and wives' family role salience was negatively associated with both husbands' and couples' WIF and FIW. Husbands' work role salience was associated with their own and their wives' paid labor contributions as well as with the couples' reports of family labor contributions. The husbands' work role salience was also positively related to husbands' WIF and to all three reports of FIW. Lastly, husbands' family role salience was associated with their own and the couples' reports of family labor contributions in addition to being negatively associated with husbands' and couples' WIF and all three reports of FIW.

Results from the interaction analyses provided limited support for the combined effects of role saliences on the outcome variables. One four-way interaction effect on couples' WIF just reached statistical significance ($\beta = -0.62, p = .05$), but there were no other statistically significant four-way interaction effects. In contrast, the person-centered analyses provided support for the joint influence of couples' work and family role saliences on wives', husbands', and couples' WIF as well as on wives' and couples' FIW. Together, these findings indicate that variable-centered approaches provide a limited perspective regarding how dual-earner couples are defined and shaped by their combined work and family role saliences.

Table 7*Means, Standard Deviations, and Correlations for Study 2 Variables*

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
1. Wife work salience	(.78)																		
2. Wife family salience	-.18*	(.77)																	
3. Husband work salience	.20*	-.02	(.78)																
4. Husband family salience	.04	.26**	-.04	(.86)															
5. Wife paid labor	-.08	-.10	-.36**	-.15	(.55)														
6. Wife family labor	-.08	.02	.17*	-.11	-.19*	(.82)													
7. Husband paid labor	.08	.10	.36**	.15	-1.0**	.19*	(.55)												
8. Husband family labor	.00	.05	-.13	.22**	.15	-.42**	-.15	(.83)											
9. Wife WIF	.13	-.11	.03	-.14	.03	-.09	-.03	.26**	(.93)										
10. Wife FIW	.22**	-.21*	.24**	-.26**	-.17*	.11	.17*	-.04	.46**	(.90)									
11. Husband WIF	.00	-.27**	.23**	-.24**	-.16	.11	.16	-.03	.11	.28**	(.91)								
12. Husband FIW	-.04	-.22**	.39**	-.30**	-.18*	.09	.18*	.03	.09	.37**	.58**	(.93)							
13. Wife gender role beliefs	-.07	-.09	.13	-.08	-.13	.30**	.13	-.27**	-.04	.10	.05	.09	(.84)						
14. Husband gender role beliefs	-.06	.02	.12	-.11	-.10	.20*	.10	-.21*	-.08	-.01	-.03	.08	.58**	(.86)					
15. Couple family labor-wife	-.05	-.02	.18*	-.20*	-.20*	.84**	.20*	-.84**	-.20*	.09	.08	.03	.34**	.24**	(.83)				

Table 7 (continued)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
16. Couple family labor-husband	.05	.02	-.18*	.20*	.20*	-.84**	-.20*	.84**	.20*	-.09	-.08	-.03	-.34**	-.24**	-1.0**	(.83)			
17. Couple WIF	.08	-.25**	.17*	-.25**	-.08	.01	.08	.15	.75**	.50**	.74**	.45**	.00	-.08	-.08	.08	—		
18. Couple FIW	.10	-.26**	.38**	-.33**	-.21*	.12	.21*	.00	.32**	.80**	.53**	.85**	.11	.04	.07	-.07	.57**	—	
19. Couple gender role beliefs	-.07	-.03	.14	-.11	-.12	.28**	.12	-.27**	-.07	.05	.00	.09	.88**	.90**	.33**	-.33**	-.05	.08	—
<i>M</i>	3.24	4.48	2.90	4.38	59.22	50.88	40.78	51.85	3.09	2.48	2.68	2.35	1.92	2.19	49.51	50.49	2.89	2.42	2.06
<i>SD</i>	0.82	0.54	0.91	0.68	9.85	15.11	9.85	14.99	1.05	0.96	1.03	1.08	0.81	0.88	12.67	12.67	0.78	0.84	0.75

Note. $N = 145$ couples. Reliability information is located on the diagonal. WIF = work-interference-with-family; FIW = family-interference-with-work. The couple variables are couples' average reports across the constructs of interest.

* $p < .05$. ** $p < .01$.

Table 8*Latent Profile Enumeration Fit Statistics for Study 2*

	LL	FP	AIC	BIC	C-AIC	SSA-BIC	HT-AIC	LMR (<i>p</i>)	BLRT (<i>p</i>)	Entropy
1 profile	-629.36	8	1274.73	1298.54	1306.54	1273.22	1294.11	N/A	N/A	N/A
2 profiles	-605.76	13	1237.53	1276.22	1289.22	1235.09	1291.09	.13	<.001	.866
3 profiles	-585.45	18	1206.89	1260.47	1278.47	1203.51	1310.98	.24	<.001	.946
4 profiles	-572.95	23	1191.90	1260.37	1283.37	1187.59	1362.82	.08	<.001	.95

Note. $N = 145$ couples. LL = log-likelihood; FP = free parameters; AIC = Akaike information criterion; BIC = Bayesian information criterion; C-AIC = consistent Akaike information criterion (calculated as the number of free parameters plus the BIC value); SSA-BIC = sample size adjusted BIC; HT-AIC = Hurvich and Tsai's (1989) sample size adjusted bias correction to the AIC; LMR = Lo-Mendell-Rubin adjusted LRT test; BLRT = bootstrapped log-likelihood ratio test.

Table 9*Study 2 Antecedent (R3STEP) Results for Profiles of Couples' Role Salience*

	<i>Asymmetric Wife Less Family Focused vs. Wife Dual High Salience, Husband Family Focused</i>			<i>Asymmetric Wife Less Family Focused vs. Symmetric Family Focused</i>			<i>Wife Dual High Salience, Husband Family Focused vs. Symmetric Family Focused</i>		
	Coef.	SE	OR	Coef.	SE	OR	Coef.	SE	OR
Wives' traditional gender role beliefs	0.02	0.91	1.02	0.66	0.86	1.93	0.63*	0.29	1.88
Husbands' traditional gender role beliefs	-0.34	0.59	0.71	-0.60	0.55	0.55	-0.26	0.28	0.77
Couples' traditional gender role beliefs ^a	-0.34	0.60	0.71	-0.03	0.57	0.97	0.31	0.24	1.36

Note. Coefficients are the estimates from the R3STEP logistic regression analyses. Positive

values indicate that higher values on the antecedent make a person more likely to be in the first latent profile out of the two being compared; negative values indicate that higher values on the antecedent make a person more likely to be in the second latent profile.

^a Couples' traditional gender role beliefs, which reflects the average of the wives' and husbands' traditional gender role beliefs, was estimated separately due to its inherent multicollinearity with the other predictors.

* $p < .05$.

Table 10*Study 2 Distal Outcome (BCH) Results for Profiles of Couples' Role Salience*

	<i>Asymmetric Wife Less Family Focused (A)</i>	<i>Wife Dual High Salience, Husband Family Focused (B)</i>	<i>Symmetric Family Focused (C)</i>	<i>Chi-Square (X²)</i>
<i>Wives' outcomes</i>				
Paid labor contribution	58.78	60.52	58.47	1.28
Family labor contribution	44.27	52.96	50.11	2.32
WIF	2.72	3.37 ^C	2.95 ^B	5.65*
FIW	2.56	2.80 ^C	2.28 ^B	8.49*
<i>Husbands' outcomes</i>				
Paid labor contribution	41.22	39.48	41.53	1.28
Family labor contribution	42.83	51.62	52.68	2.70
WIF	3.48 ^C	2.93 ^C	2.46 ^{A,B}	12.54**
FIW	2.96	2.53	2.19	4.94
<i>Couple-level outcomes</i>				
Couple's perspective of the wife's family labor contribution	50.72	50.68	48.71	0.82
Couple's perspective of the husband's family labor contribution	49.28	49.32	51.29	0.82
WIF	3.10	3.15 ^C	2.72 ^B	11.33**
FIW	2.76	2.66 ^C	2.24 ^B	8.78*

Note. $N = 145$ couples. The values per outcome are means. The chi-square statistic reflects the

significance of the omnibus difference test. The pairwise comparisons are highlighted through

superscripts, indicating profiles that are significantly different from each other at least at $p < .05$.

* $p < .05$. ** $p < .01$.

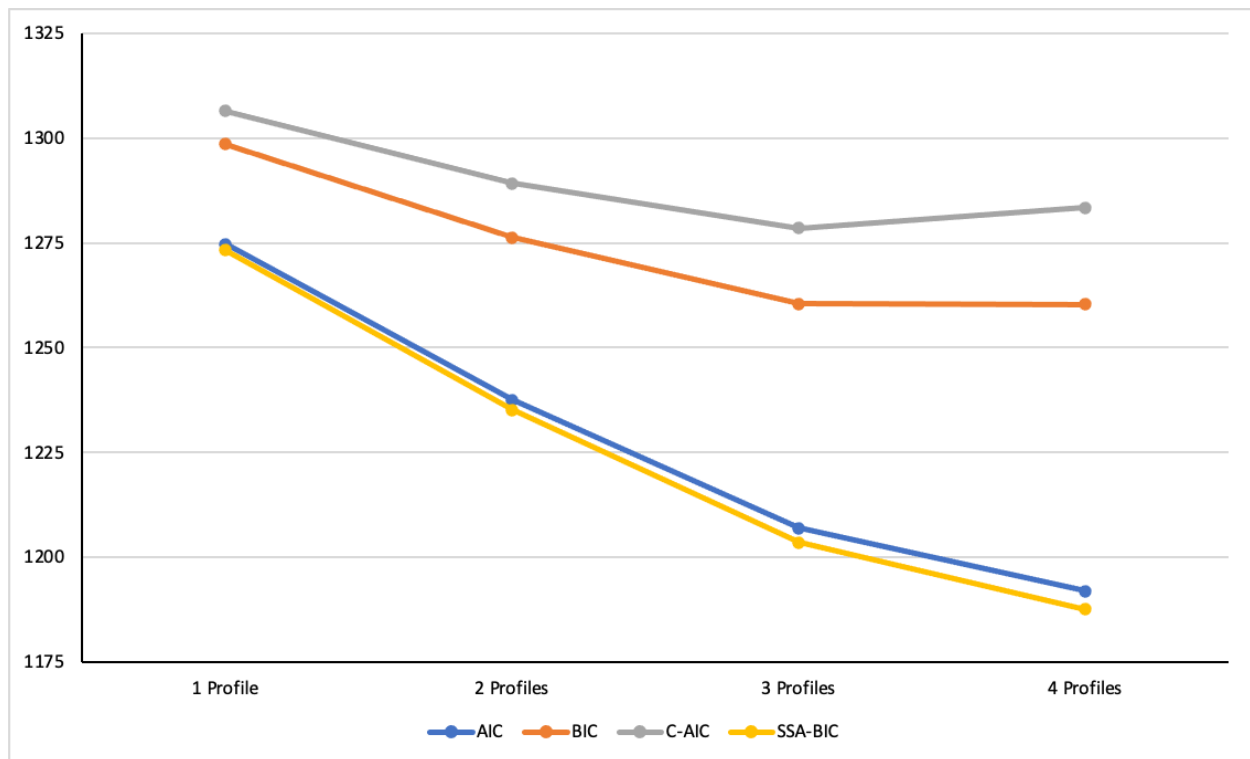


Figure 3

Elbow Plot for the AIC, BIC, C-AIC, and SSA-BIC in Determining Study 2's Profile Solution

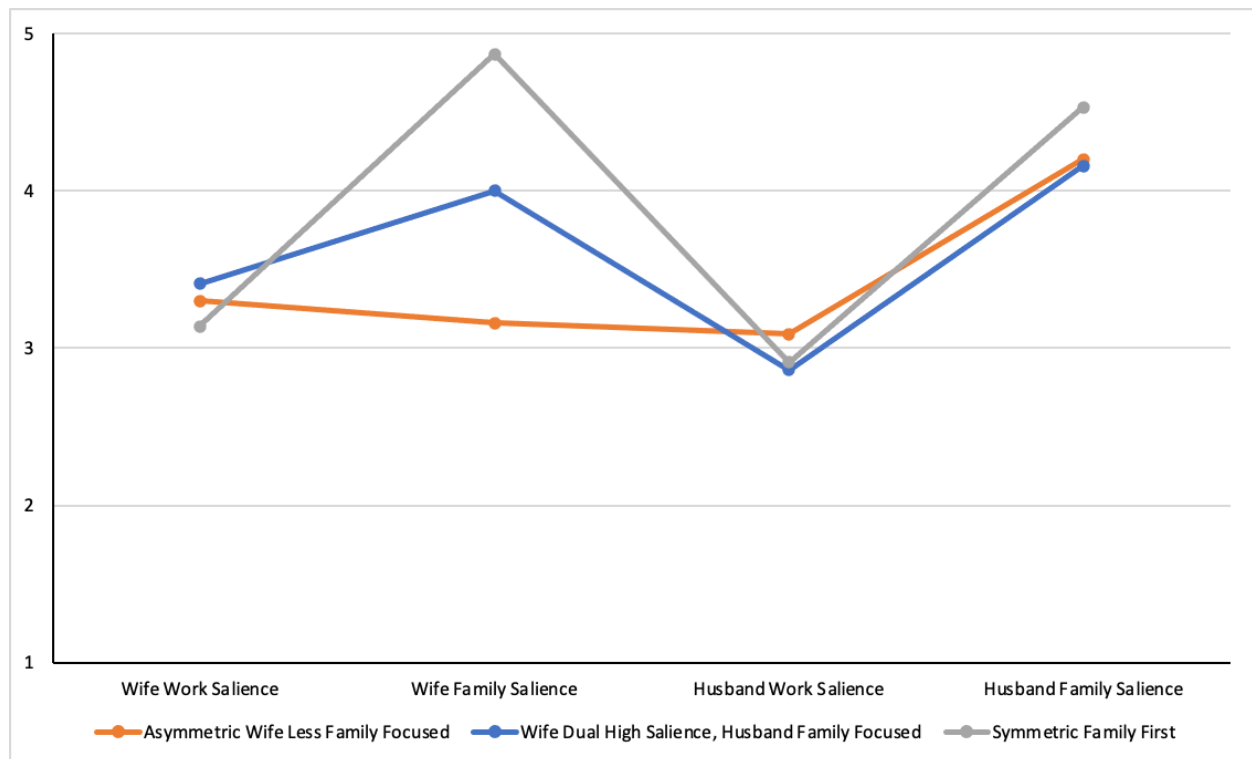


Figure 4

Study 2 Latent Profiles of Couples' Role Saliences

Note. The y-axis refers to the salience of a role to a person's identity (1 = *strongly disagree*; 5 = *strongly agree*).

CHAPTER 9

STUDY 2 DISCUSSION

Three unique profiles of couples' role saliences emerged in this sample of female breadwinner dual-earner couples. Across the three profiles, husbands generally reported an average level of work salience and a relatively higher family salience. As in Study 1, the profiles are primarily characterized by differences across the wives' role salience patterns. The majority of the sample is comprised of couples in which both the husband and wife seemingly prioritize their family roles over their work roles. In the second largest profile, wives reported relatively high salience levels for both their work and family roles. Although wives in the third and final profile reported higher work salience than family salience, this profile seems to be characterized more so by their relatively lower family salience values than by a true prioritization of their work roles.

Regarding antecedents of profile membership, only wives' traditional gender role beliefs influenced profile membership. Contrary to what might be expected, when a wife holds more traditional gender role beliefs, she is more likely to belong to the *wife dual high salience*, *husband family focused* profile than to the *symmetric family focused* profile. Interestingly, previous work has also noted similar seemingly contradictory findings that appear to suggest individuals may be holding onto certain aspects of traditional gender role beliefs while simultaneously endorsing more egalitarian positions. For instance, a Pew Research Center (2013) survey noted that while 79% of Americans rejected the idea that women should return to their traditional roles and 67% felt that women's participation in the paid labor market made it easier

for families to earn enough money to live comfortably, 51% of respondents indicated that children were better off if a mother is home and did not hold a job. Thus, it may be the case that while there has been an overall shift in society's gender role attitudes toward more egalitarian views (Galinsky et al., 2009; Patten & Parker, 2012; Pew Research Center, 2013), certain aspects of traditional gender role beliefs continue to persist and future research is needed to parse out these findings.

Turning to the outcome variables, results indicated profile membership was not differentially related to the division of paid or family labor. Across all three profiles, the wives performed ~60% and the husbands performed ~40% of the household's paid labor. There was considerable agreement between spouses' individual reports of family labor contributions and the couple-level data indicated that the division of family labor was split relatively evenly between wives and husbands regardless of profile membership. The inconsistency across Study 1 and Study 2 in this finding may be attributable to the "nontraditional" nature of this sample. Indeed, research (Dunn et al., 2013) suggests that couples who hold nontraditional roles often adopt such a strategy due to economic reasons. While Dunn et al. specifically examined "nontraditional" couples wherein the mothers worked and the fathers stayed at home, their findings indicate this arrangement is typically influenced by economic reasons as 78.4% of their participants indicated this was one of the primary factors guiding their division of labor decision. However, the third most commonly reported reason for this arrangement pertained to couples' values, particularly regarding parenting (21.6% of participants) and women's career salience (17.6% of participants). Given the nature of the sample, it could be that the division of labor within the present sample may have had more to do with practical or economic reasons, rather than stemming from individuals' identities.

Alternatively, these findings could have been influenced by the manner in which family labor was measured. Study 2 assessed an individual's contribution to the household's family labor using the average percentage of time that an individual reported performing various types of family labor tasks. However, there are well-documented gender differences in the types of household tasks that individuals usually perform (Brenan, 2020; Glynn, 2018; Schaeffer, 2019). Men typically perform household tasks that are more episodic in nature (e.g., auto maintenance, yardwork) while women are often primarily responsible for ongoing or regularly occurring household tasks (e.g., cooking, cleaning, laundry). When averaging these items, however, the differences in how often these tasks typically occur is masked. This may result in misleading estimates of the actual amount of time spent performing family labor. Accordingly, assessing family labor contributions using a raw metric, such as the average total number of hours spent on family labor tasks, might paint a very different picture and should be explored in future research.

Lastly, I examined the relationships between profile membership and different types of WFC and found there were significant differences between profiles on various WIF and FIW outcomes. Both wives' and couples' average reports of WIF and FIW were significantly higher among *wife dual high salience, husband family focused* compared to *symmetric family focused*. Similarly, *symmetric family focused* husbands reported experiencing less WIF than either *asymmetric wife less family focused* or *wife dual high salience, husband family focused*. However, there were no significant differences between the three profiles on husbands' reported FIW. When examining the WFC outcome results collectively, they indicate the primary differences between profiles on WIF and FIW stem from the *symmetric family focused* profile. It is not entirely clear why individuals in the *symmetric family focused* profile almost universally reported lower levels of both types of conflict when compared to *wife dual high salience,*

husband family focused as both profiles reported very similar division of labor strategies (wives contributed ~60% to the paid labor; both partners contributed ~50% to the family labor). The implication of this particular finding is that WFC is not solely determined by a couple's division of labor strategy.

Prior theorizing might suggest these findings could be due in part to the similarity between husbands' and wives' individual role salience patterns within the *symmetric family focused* profile. Some work-family scholars have drawn from the person-environment (P-E) fit literature and proposed that the degree of similarity between spouses' values should influence the level of WFC they experience (Perrewé & Hochwarter, 2001). They argue that spouses with similar values will behave and perceive situations in a congruous manner. These similarities provide them with a better understanding of their partner and enhances their communication, which should allow them to achieve more easily their common goals and reduce the likelihood of experiencing conflict. When couples develop this shared understanding, they are better able to coordinate their behaviors in relation to one another thereby minimizing the extent to which they need to monitor and manage their spouse's work-family related behaviors (Klein et al., 2013). To the extent that this eliminates micro work-family decisions or frequent renegotiations of the division of labor, there might be fewer discussions of competing role demands and less of a sense of interrole conflict.

The WIF findings could also be due to differences in boundary management techniques across profiles. It may be the case that *symmetric family focused* couples tend to form stronger boundaries around the family domain and subsequently experience less WIF than *wife dual high salience*, *husband family focused* couples. Meta-analytic research has found support for the idea that in comparison to men, women tend to form stronger boundaries around the family domain

which in turn relates to less WIF (Shockley et al., 2017). However, it should be noted that this meta-analysis did not look at direct comparisons within couples and additional research is needed to fully understand the effects of both partners forming strong boundaries around the family domain.

CHAPTER 10

GENERAL DISCUSSION

Summary and Expansion of Results Within and Across Studies

The goals of the present studies were to examine whether dual-earner couples exhibited unique patterns of work and family role saliences and to explore the relationships between these role salience patterns and a variety of outcomes. In an effort to gain additional insights into these questions, the present studies consisted of multiple samples of dual-earner couples, including a unique sample comprised of female breadwinners, and examined the impact of a couple's role salience pattern on the various outcomes from each individual member's perspective as well as the couple's average response.

Both samples, on average, reported relatively high family role salience and moderate work role salience for both wives and husbands. The significant value placed on both roles is not altogether surprising given that these domains tend to be two of the most important aspects of people's lives. Even still, results from both studies indicated there are distinct profiles of couples' work and family role saliences. Interestingly, despite the fact that one sample consisted of dual-earner couples with a female breadwinner, both samples demonstrated remarkably similar role salience profiles.

In both Study 1 and Study 2, the largest profiles consisted of couples in which husbands and wives reported moderate work role salience and higher family role salience (*symmetric family focused*) and the second largest profiles consisted of couples in which wives placed a relatively high value on both work and family roles while husbands appeared to prioritize their

family roles over their work roles (*wife dual high salience, husband family focused*). Although the third and smallest profiles within each sample displayed a similar overall pattern of role saliences, there was a subtle difference between the two samples. Across both samples, the husbands reported work role salience values that were about average along with high family role salience values. Conversely, the wives reported an average work role salience value that was slightly higher than their average family role salience value. However, in Study 1, this subset of wives' average work role salience value was significantly above the average reported in the overall sample. Additionally, their average family role salience value was significantly below the average reported in the overall sample. Thus, this profile was named *asymmetric wife work focused*. While the subset of wives belonging to the third profile in Study 2 also reported an average family role salience value that was significantly below the overall average, their average work role salience value was not significantly different from the overall average. Therefore, the third profile in Study 2 was named *asymmetric wife less family focused*.

In Study 1, some differences in the division of labor were observed across salience profiles (in comparison to their counterparts in other profiles, *asymmetric wife work focused* wives tended to contribute more [less] to the couple's paid [family] labor while their husbands tended to contribute more [less] to the couple's family [paid] labor), but no differences were found with regard to the outcomes pertaining to voice in division of labor decisions and satisfaction with the division of labor. As previously discussed in the Study 1 Discussion, potential reasons for these differences could pertain to the nature of the spousal relationship or to the influence of gendered social norms on individuals' beliefs regarding how labor should be divided within a couple.

Study 2 addressed whether traditional gender role beliefs predicted profile membership as well as the relationships between profiles and the division of paid and family labor, WIF, and FIW. While husbands' and couples' average traditional gender role beliefs did not predict profile membership, wives' traditional gender role beliefs did. Contrary to expectations, the more traditional the wife's gender role beliefs were, the more likely the couple belonged to *wife dual high salience, husband family focused* as opposed to *symmetric family focused*. As previously noted, there may be some aspects of traditional gender role beliefs that people still adhere to despite endorsing and engaging in more egalitarian behaviors (Galinsky et al., 2009; Patten & Parker, 2012). However, this argument still does not explain why a similar result was not observed between *asymmetric wife less family focused* couples and *symmetric family focused* couples. Future research is needed to better understand these nuanced issues.

Contrary to the findings from Study 1, there were no statistically significant differences between profiles on either paid labor or family labor contributions among this sample of female breadwinner dual-earner couples. As noted above, couples' division of labor strategies may have been constrained by economic factors, a point that has been raised by other "nontraditional" couples in previous research (Dunn et al., 2013). Moreover, the lack of significant findings could also be the result of the manner in which family labor was measured. There are several ways to assess one's participation in family labor and Study 2 utilized an average of the percentage of time that an individual completed 14 different family labor tasks. Because this approach does not take into consideration how often each task is performed, it could muddle the reports of how much time an individual is actually spending on family labor. However, this approach should not necessarily be abandoned altogether as recent empirical work indicates that more nuanced measures can be differentially related to outcomes and can help explain contradictory findings in

the literature (D. L. Carlson, 2022). Carlson reported that independent from the overall portion of family labor that a person performs, the number of tasks that are shared equally between partners is significantly associated with their reports of relationship quality. I encourage future researchers to tease apart these ideas by thoroughly examining the reason(s) why couples adopt a particular division of labor arrangement as well as the arrangement itself through the use of multiple measurement approaches to assessing one's involvement in family labor.

The final objective of Study 2 was to explore the relationship between salience profiles and WFC. From both the wives' and couples' perspectives, *symmetric family focused* experienced lower levels of WIF and FIW than *wife dual high salience, husband family focused*. While *symmetric family focused* husbands reported lower levels of WIF than either *asymmetric wife less family focused* or *wife dual high salience, husband family focused*, there were no significant differences between the three profiles on husbands' reported FIW. These findings suggest there may be some advantages to having a clear role salience hierarchy (i.e., a preference for one role over the other) and are partially consistent with previous results from Erdogan et al. (2021). Erdogan and colleagues similarly found that developing a role salience hierarchy conferred some benefit in terms of mitigating WFC. Developing such a salience hierarchy may reduce or even eliminate some of the role pressures and subsequent role conflicts that one experiences (Greenhaus & Beutell, 1985). Future research might build upon this idea by identifying the factors that lead people to develop salience hierarchies or to prioritize specific roles and exploring the subsequent implications for one's sense of interrole conflict.

When considering the collective results across both studies, my findings indicate there is partial evidence of a relationship between dual-earner parents' role salience patterns and their division of labor strategy and WFC. The nature of the relationship between a couple's role

salience pattern and their division of labor might be dependent on the type of dual-earner couple under consideration as this finding was only observed within a “typical” sample of dual-earner couples. Despite prior findings to the contrary (Bureau of Labor Statistics, 2022; Glynn, 2018), all three profiles from the female breadwinner sample and the couples from Study 1’s *asymmetric wife work focused* profile indicated the division of family labor was split evenly between husbands and wives. While Study 1 did not find support for a relationship between the role salience profiles and voice in division of labor decisions or satisfaction with the division of labor, findings from Study 2 indicate they are related to WFC. Generally, across the individual- and couple-level reports, those in the *symmetric family focused* profile experienced the lowest levels of WIF and FIW, particularly when compared with *wife dual high salience, husband family focused* couples.

Theoretical Contributions

This research presents several theoretical contributions. First, it demonstrates there are different types of dual-earner couples who can be distinguished based on their combined patterns of work and family role saliences. Evidence in support of such a typology is important given the growing prevalence of this type of household and the relatively limited number of typologies that have been put forth to date. Additionally, it goes beyond previous typologies which have been based largely around demographic and/or economic characteristics of the couple (e.g., Cullen et al., 2009). A deeper understanding of how couples may differ according to the values they hold can be useful in understanding why and how couples choose to invest in their individual work and family roles (Budworth et al., 2008; Greenhaus & Powell, 2003; Zedeck, 1987). The existing literature has explored this topic in a piecemeal or analytically inappropriate manner (e.g., creating artificial dichotomies) and the current studies, to my knowledge, reflect the first

comprehensive examination of couples' combined work and family role saliences. It should also be noted that my findings did *not* conform to gendered stereotypes regarding which domain is more likely to be favored by men and women. Across both samples, men favored the family domain over the work domain (Study 1: $M_{\text{family salience}} = 4.47$, $SD = 0.50$; $M_{\text{work salience}} = 3.20$, $SD = 0.72$; $t(133) = 15.41$, $p < .001$; Study 2: $M_{\text{family salience}} = 4.38$, $SD = 0.68$; $M_{\text{work salience}} = 2.90$, $SD = 0.91$; $t(142) = 15.23$, $p < .001$) and there was significant variability in the salience that women ascribed to the family domain. Furthermore, the relationship between gender role beliefs and role salience did not align with societal gender norms. These findings support the notion that there has been a shift in social perspectives on careers and family and thus argue against making assumptions about role saliences.

Although there has been substantial speculation surrounding the implications of a role's salience for work-family processes, it has rarely been the focus of empirical research. The present studies aimed to answer numerous calls to incorporate the meaning of roles into work-family research (e.g., Budworth et al., 2008; Eby et al., 2005; Zedeck, 1992) and empirically test its influence on various work-family phenomena using a more thorough approach. This was accomplished by treating role salience as a substantive construct and by examining its influence in a manner that better resembles how it typically operates in one's life. Said otherwise, roles operate in relation to other roles so a meaningful study of one role's impact on a person's life requires the simultaneous consideration of these other roles, both those held by that same individual (e.g., a husband's work role and his family role) as well as those held by important counterparts (e.g., a partner's work and family roles). While the extant literature indicates there is utility in examining an individual's pattern of role saliences (e.g., Bagger et al., 2008; Erdogan et al., 2021), the elucidation of unique combinations of couples' role saliences within the current

studies helps solidify theoretical arguments for the import of spousal salience patterns (Budworth et al., 2008; Masterson & Hoobler, 2015).

The results from the supplemental analyses demonstrate that our theoretical understanding of these spousal salience patterns can be aided by the use of person-centered approaches. In comparison to the LPA results, the variable-centered approach offered a limited understanding of how role saliences operate within the spousal dynamic. The person-centered analyses in the present studies allowed me to identify the full range of latent profiles that existed within the data and provided a more parsimonious interpretation of the interrelationships between role saliences. In doing so, this research extends prior discussions in the literature regarding how partners' role saliences might impact one another's experiences (Abeysekera & Gahan, 2021; Greenhaus & Powell, 2012; Peplau, 1983; Perrewé & Hochwarter, 2001) and suggests that a couple's salience profile can shape the division of paid and family labor within the couple as well as reported levels of WIF and FIW. This work serves as an initial starting point for understanding how couples' individual role saliences combine to influence their interpersonal dynamic and subsequent experiences.

Relatedly, this research also demonstrates there is value in studying work-family phenomena simultaneously on both an individual and dyadic level. The use of dyadic data allowed me to address this common methodological limitation and my findings revealed several differences in the results depending on whose perspective was of interest. Thus, the present studies provide insight into how a couple's values influence the individual, their partner, and the couple as a whole. Establishing that work-family experiences are not interchangeable between wives, husbands, and couples is of substantial theoretical significance given that the vast majority of the field's theoretical models do not account for these distinctions. This work serves

as empirical evidence supporting the need to better contextualize individuals' lives within the spousal unit when studying and theoretically modeling the work-family interface.

Practical Implications

This work also contains a few practical implications. The identification of unique role salience profiles among dual-earner couples can be useful in helping couples understand how their individual roles fit with their partner's and what impact this can have on their work-family experiences. My results suggest role saliences do not always align with the stereotypes that surround gender roles so the development of such a typology may help facilitate a couple's awareness of their values and needs. In turn, this awareness could perhaps lead to the development of a more mutually beneficial work-family dynamic. The results regarding differences between profiles on the division of paid and family labor were inconsistent across studies, suggesting additional factors or environmental constraints may be at play. In many situations it will not be economically or practically feasible for a couple to adjust their division of labor strategy. However, just determining which role salience profile a couple most closely aligns with can help them gain insight into the various ways their respective needs are or are not being met by their current division of labor strategy. Even if this strategy cannot be adapted at that time, simply having these conversations can help clarify their shared understanding of one another's roles and expectations, which is beneficial for their relationship (Klein et al., 2013; Miller, 2018).

Although I did not find evidence of differences between role salience profiles on perceptions of voice in division of labor decisions or satisfaction with the division of labor, there were differences between profiles on perceptions of WFC. Study 2's *symmetric family focused* couples generally experienced the lowest levels of WIF and FIW and reported significantly

lower levels of conflict than *wife dual high salience, husband family focused* couples in all but one instance. Additional research is needed to understand the logic underlying these results.

Until then, couples who identify with the latter profile might keep this particular finding in mind and are encouraged to consider potential strategies to mitigate their own or their partner's experiences of WFC.

Limitations and Future Directions

While not negating the abovementioned contributions, the present studies should be understood in light of their limitations. First, with regard to the nature of the samples used in these two studies, both samples were relatively small for an LPA (Spurk et al., 2020).

Additionally, although I examined the presence and nature of profiles of role saliences among unique samples of dual-earner couples, there are many other types of dual-earner couples (e.g., same-gender couples, couples without children) and the present findings may not generalize across different family structures. Replication among larger samples and different types of couples is needed to determine the consistency in profile solutions and the generalizability of the current findings.

Relatedly, both studies employed a cross-sectional design which precluded any exploration into how role saliences may change over time. Identity research indicates that one's sense of self, their identities, and their role saliences are relatively stable over time (Brenner et al., 2014; P. J. Burke & Stets, 2009; Serpe, 1987). However, they are not necessarily permanent and can evolve due to changes in the broader social context, a particular environment, or in one's personal views and beliefs (P. J. Burke & Stets, 2009). Humans are dynamic beings and couples will have to jointly navigate many life-course transitions throughout their relationship. The present work reflects couples' role saliences at a particular life stage and these roles and their

saliences will likely be redefined as they enter into different stages of their lives (e.g., becoming “empty-nesters,” retirement; Leopold & Skopek, 2018; Moen & Hernandez, 2009; Petriglieri, 2019). Future research would benefit from utilizing a longitudinal design to evaluate how work and family role values change across time. Such a design would also help establish causal direction. The present studies relied on theory to argue that role salience elicited differences across the various outcomes (P. J. Burke & Stets, 2009; Stryker, 1968, 1980). However, it is also possible that individuals redefined their values in response to their in-role experiences (i.e., their division of labor, voice in division of labor decisions, interrole conflict, etc.). Moving forward, researchers can better address this issue by utilizing a longitudinal design and temporally separating measures.

This work is also limited in that it only assessed the salience of two life roles: one’s work and family roles. As previously discussed, individuals hold many different roles throughout their lives (Stryker, 1980). While the roles assessed in the current work are arguably two of the most important roles in a person’s life, assessing additional roles and their saliencies would provide a more comprehensive picture of a person’s sense of self. Researchers are encouraged to include other life roles in their future work to help further extend our understanding of how dual-earner couples divide their time and priorities.

In addition to these limitations, I also encourage scholars to consider both role construal and role salience in their research. Understanding exactly how individuals define a role can yield important insights that are not provided by assessing salience alone (Cluley & Hecht, 2020). The inclusion of both constructs could help clarify any observed differences in the nature of the profiles that are identified and in the differences between profiles on the outcomes of interest. Additionally, given the limited and seemingly self-contradictory nature of my findings regarding

the influence of traditional gender role beliefs on profile membership, future research should attempt to replicate these findings and explore other potential predictors of profile membership. Lastly, it could be informative to measure paid and family labor in multiple ways and explore potential differences between salience profiles according to how labor is operationalized. Doing so could yield new insights into how people view their own and their partner's labor contributions and delineate important differences between engaging in a particular type of labor versus the actual time spent performing the labor.

CHAPTER 11

CONCLUSION

Across two studies, my results support the argument for a role salience-based typology of dual-earner parents. Despite utilizing samples which consisted of two different types of dual-earner couples, the general nature of the profiles was remarkably similar across the two studies. My findings help illustrate the nature of these profiles, how gender role beliefs impact profile membership, and the influence of profile membership on the division of paid and family labor as well as on WFC outcomes. This work represents an initial investigation into how partners' individual role saliences collectively combine at the spousal level and provides insight into how these role salience patterns can influence their individual and joint work-family experiences.

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APPENDIX A

STUDY 1 MEASURES

Work Role Salience

- A major source of satisfaction in my life is my career
- Most of the important things that happen to me involve my career
- I am very much involved personally in my career
- Most of my interests are centered around my career

Response scale: (1) Strongly Disagree (2) Disagree (3) Neither Agree Nor Disagree (4) Agree (5) Strongly Agree

Family Role Salience

- A major source of satisfaction in my life is my family
- Most of the important things that happen to me involve my family
- I am very much involved personally in my family
- Most of my interests are centered around my family

Response scale: (1) Strongly Disagree (2) Disagree (3) Neither Agree Nor Disagree (4) Agree (5) Strongly Agree

Division of Paid Labor

- Picture the total WORK HOURS you and your spouse spend in paid labor as a pie chart. Currently, what proportion of this pie is made up of your work hours, and what proportion is made up of your spouse's work hours?
- Picture the total INCOME you and your spouse earn from paid labor as a pie chart. Currently, what proportion of this pie is made up of your income, and what proportion is made up of your spouse's income?
- Picture the total CAREER FAVORING DECISIONS that have been made throughout your marriage as a pie chart. Currently, what proportion of this pie is made up of decisions that have favored your career, and what proportion is made up of decisions that have favored your spouse's career?

Response scale: 0-100% in 5% increments

Division of Family Labor

- What percentage of CHILDCARE tasks do you and your spouse each perform?
- What percentage of HOUSEHOLD tasks do you and your spouse each perform?

Response scale: 0-100% in 5% increments

Voice in Division of Paid Labor Decisions

- My views are considered and taken into account in decision-making related to the division of paid labor among my spouse and I
- What I want is considered when my partner and I arrive at decisions concerning the division of paid labor
- I am granted a significant degree of influence in decisions that affect the division of paid labor
- In my marriage, I have a real say in the important decisions that impact the division of paid labor

Response scale: (1) Strongly Disagree (2) Disagree (3) Neither Agree Nor Disagree (4) Agree (5) Strongly Agree

Voice in Division of Family Labor Decisions

- My views are considered and taken into account in decision-making related to the division of family labor among my spouse and I
- What I want is considered when my partner and I arrive at decisions concerning the division of family labor
- I am granted a significant degree of influence in decisions that affect the division of family labor
- In my marriage, I have a real say in the important decisions that impact the division of family labor

Response scale: (1) Strongly Disagree (2) Disagree (3) Neither Agree Nor Disagree (4) Agree (5) Strongly Agree

Satisfaction With the Current Division of Paid Labor

- I am satisfied with the way that my partner and I divide paid labor
- I am pleased with the amount of paid labor that I perform relative to my spouse
- I am unhappy with the current division of paid labor in my home

Response scale: (1) Strongly Disagree (2) Disagree (3) Neither Agree Nor Disagree (4) Agree (5) Strongly Agree

Satisfaction With the Current Division of Family Labor

- I am satisfied with the way that my partner and I divide family labor
- I am pleased with the amount of family labor that I perform relative to my spouse
- I am unhappy with the current division of family labor in my home

Response scale: (1) Strongly Disagree (2) Disagree (3) Neither Agree Nor Disagree (4) Agree (5) Strongly Agree

APPENDIX B

STUDY 1 SUPPLEMENTAL ANALYSES

Table B1

Study 1 Supplemental Analyses- Regression Results for Wives' Outcomes

	Paid labor		Family labor		Voice in paid labor		Voice in family labor		Sat. with div. of paid labor		Sat. with div. of family labor	
	β	<i>t</i>	β	<i>t</i>	β	<i>t</i>	β	<i>t</i>	β	<i>t</i>	β	<i>t</i>
<i>Main effects</i>												
Wife work salience (W_ws)	0.25**	2.86	-0.24**	-2.80	0.08	0.83	0.00	-0.05	0.08	0.88	0.10	1.07
Wife fam salience (W_fs)	-0.06	-0.66	0.08	0.99	0.02	0.20	0.20*	2.28	0.18*	2.06	0.21*	2.36
Husband work salience (H_ws)	-0.18*	-2.10	0.10	1.23	-0.03	-0.34	0.07	0.85	-0.06	-0.73	-0.03	-0.35
Husband fam salience (H_fs)	-0.05	-0.64	0.06	0.65	0.03	0.38	0.01	0.08	0.05	0.55	0.04	0.51
<i>Two-way interactions</i>												
W_ws x W_fs	-0.13	-0.54	-0.02	-0.10	-0.58*	-2.32	0.33	1.37	-0.28	-1.17	-0.04	-0.16
W_ws x H_ws	-0.12	-1.40	-0.04	-0.53	0.05	0.55	0.24**	2.92	0.12	1.51	0.17*	2.07
W_ws x H_fs	-0.07	-0.33	0.13	0.65	0.10	0.50	-0.23	-1.15	-0.26	-1.33	-0.25	-1.24
W_fs x H_ws	-0.03	-0.17	-0.14	-0.86	-0.06	-0.35	0.15	0.93	-0.12	-0.72	0.28	1.70
W_fs x H_fs	-0.10	-0.33	0.30	0.96	-0.18	-0.56	0.02	0.07	0.06	0.20	-0.02	-0.08
H_ws x H_fs	-0.10	-1.00	0.06	0.61	0.10	0.91	0.14	1.41	0.35**	3.54	0.22*	2.15
<i>Three-way interactions</i>												
W_ws x W_fs x H_ws	0.00	0.01	-0.27	-0.58	1.18*	2.38	0.50	1.07	0.42	0.89	-0.06	-0.12
W_ws x W_fs x H_fs	0.07	0.15	-0.80	-1.88	0.21	0.47	0.27	0.64	-0.22	-0.50	0.26	0.60
W_ws x H_ws x H_fs	-0.01	-0.03	0.11	0.34	-0.25	-0.78	0.21	0.68	-0.23	-0.74	0.22	0.72
W_fs x H_ws x H_fs	-0.48	-1.63	0.88**	3.05	-0.33	-1.08	-0.56	-1.96	0.18	0.63	-0.59*	-2.02
<i>Four-way interaction</i>												
W_ws x W_fs x H_ws x H_fs	-0.38	-0.41	0.13	0.14	-0.02	-0.02	-1.34	-1.52	0.34	0.38	-1.46	-1.63

* $p < .05$. ** $p < .01$.

Table B2*Study 1 Supplemental Analyses- Regression Results for Husbands' Outcomes*

	Paid labor		Family labor		Voice in paid labor		Voice in family labor		Sat. with div. of paid labor		Sat. with div. of family labor	
	β	<i>t</i>	β	<i>t</i>	β	<i>t</i>	β	<i>t</i>	β	<i>t</i>	β	<i>t</i>
<i>Main effects</i>												
Wife work salience (W_ws)	-0.29**	-3.38	0.28**	3.32	-0.06	-0.57	0.01	0.08	0.04	0.37	0.09	0.93
Wife fam salience (W_fs)	0.08	0.95	-0.14	-1.66	-0.04	-0.41	-0.12	-1.20	-0.02	-0.21	0.13	1.29
Husband work salience (H_ws)	0.13	1.52	-0.22**	-2.73	0.12	1.22	0.13	1.39	0.24*	2.53	0.14	1.46
Husband fam salience (H_fs)	0.01	0.13	-0.08	-1.03	0.13	1.32	0.13	1.32	0.12	1.24	0.00	-0.01
<i>Two-way interactions</i>												
W_ws x W_fs	-0.10	-0.41	-0.02	-0.08	0.50	1.84	0.49	1.86	0.30	1.14	0.21	0.77
W_ws x H_ws	-0.01	-0.17	-0.02	-0.30	0.05	0.58	-0.02	-0.23	0.12	1.27	-0.11	-1.13
W_ws x H_fs	0.01	0.03	0.00	-0.02	0.00	0.02	0.41	1.76	0.12	0.50	-0.13	-0.57
W_fs x H_ws	-0.02	-0.12	-0.11	-0.68	0.11	0.65	0.13	0.77	0.17	1.00	-0.02	-0.11
W_fs x H_fs	0.24	0.79	-0.50	-1.69	0.48	1.41	0.26	0.79	0.24	0.73	0.60	1.76
H_ws x H_fs	0.14	1.35	0.08	0.80	0.06	0.44	-0.14	-1.05	0.17	1.25	0.01	0.06
<i>Three-way interactions</i>												
W_ws x W_fs x H_ws	0.86	1.88	0.44	0.95	-0.49	-0.92	-1.12*	-2.18	-0.19	-0.36	0.26	0.48
W_ws x W_fs x H_fs	-0.32	-0.76	0.77	1.82	-0.29	-0.57	-0.95	-1.95	-0.42	-0.87	0.18	0.36
W_ws x H_ws x H_fs	-0.20	-0.62	-0.15	-0.48	0.59	1.61	0.40	1.12	-0.02	-0.04	0.00	0.02
W_fs x H_ws x H_fs	0.52	1.77	-0.26	-0.88	0.69	1.92	0.58	1.68	0.89*	2.58	0.29	0.81
<i>Four-way interaction</i>												
W_ws x W_fs x H_ws x H_fs	0.11	0.13	1.03	1.18	-2.02*	-2.04	-0.50	-0.51	-0.79	-0.82	-0.88	-0.86

* $p < .05$. ** $p < .01$.

Table B3*Study 1 Supplemental Analyses- Regression Results for Couples' Outcomes*

	Wife's paid labor (Husband's paid labor)		Wife's family labor (Husband's family labor)		Voice in paid labor		Voice in family labor		Sat. with div. of paid labor		Sat. with div. of family labor	
	β	<i>t</i>	β	<i>t</i>	β	<i>t</i>	β	<i>t</i>	β	<i>t</i>	β	<i>t</i>
<i>Main effects</i>												
Wife work salience (W_ws)	0.28** (-0.28**)	3.31 (-3.31)	-0.28** (0.28**)	-3.37 (3.37)	0.04	0.45	0.00	0.00	0.07	0.78	0.10	1.07
Wife fam salience (W_fs)	-0.06 (0.06)	-0.71 (0.71)	0.12 (-0.12)	1.49 (-1.49)	0.03	0.32	0.08	0.93	0.13	1.44	0.20*	2.21
Husband work salience (H_ws)	-0.18* (0.18*)	-2.19 (2.19)	0.18* (-0.18*)	2.21 (-2.21)	0.04	0.44	0.16	1.76	0.06	0.72	0.03	0.32
Husband fam salience (H_fs)	-0.03 (0.03)	-0.33 (0.33)	0.09 (-0.09)	1.06 (-1.06)	0.05	0.54	0.08	0.92	0.10	1.11	0.07	0.84
<i>Two-way interactions</i>												
W_ws x W_fs	0.00 (0.00)	-0.02 (0.02)	0.00 (0.00)	0.02 (-0.02)	-0.14	-0.55	0.54*	2.25	-0.10	-0.45	0.03	0.12
W_ws x H_ws	-0.08 (0.08)	-0.99 (0.99)	-0.01 (0.01)	-0.14 (0.14)	0.07	0.82	0.18*	2.14	0.16*	1.98	0.07	0.84
W_ws x H_fs	-0.03 (0.03)	-0.14 (0.14)	0.08 (-0.08)	0.42 (-0.42)	0.17	0.80	-0.08	-0.39	-0.19	-1.01	-0.35	-1.77
W_fs x H_ws	-0.05 (0.05)	-0.30 (0.30)	-0.02 (0.02)	-0.10 (0.10)	-0.01	-0.08	0.19	1.17	-0.01	-0.04	0.15	0.93
W_fs x H_fs	-0.16 (0.16)	-0.52 (0.52)	0.44 (-0.44)	1.47 (-1.47)	0.12	0.36	0.14	0.46	0.22	0.73	0.39	1.28
H_ws x H_fs	-0.15 (0.15)	-1.52 (1.52)	-0.01 (0.01)	-0.12 (0.12)	0.10	0.93	0.14	1.40	0.43**	4.45	0.25*	2.51
<i>Three-way interactions</i>												
W_ws x W_fs x H_ws	-0.39 (0.39)	-0.83 (0.83)	-0.39 (0.39)	-0.84 (0.84)	0.49	0.95	-0.15	-0.31	0.09	0.20	-0.08	-0.17
W_ws x W_fs x H_fs	0.24 (-0.24)	0.56 (-0.56)	-0.86* (0.86*)	-2.05 (2.05)	-0.07	-0.16	-0.29	-0.66	-0.57	-1.39	-0.03	-0.08
W_ws x H_ws x H_fs	-0.03 (0.03)	-0.11 (0.11)	0.11 (-0.11)	0.37 (-0.37)	0.13	0.38	0.41	1.28	-0.10	-0.34	0.21	0.67
W_fs x H_ws x H_fs	-0.61* (0.61*)	-2.14 (2.14)	0.62* (-0.62*)	2.19 (-2.19)	0.17	0.55	0.09	0.31	0.66*	2.38	-0.12	-0.41
<i>Four-way interaction</i>												
W_ws x W_fs x H_ws x H_fs	-0.31 (0.31)	-0.34 (0.34)	-0.52 (0.52)	-0.59 (0.59)	-1.51	-1.55	-0.93	-1.01	-0.24	-0.28	-1.62	-1.75

* $p < .05$. ** $p < .01$.

APPENDIX C

STUDY 2 MEASURES

Work Role Salience

- A major source of satisfaction in my life is my career
- Most of the important things that happen to me involve my career
- I am very much involved personally in my career
- Most of my interests are centered around my career

Response scale: (1) Strongly Disagree (2) Disagree (3) Neither Agree Nor Disagree (4) Agree (5) Strongly Agree

Family Role Salience

- A major source of satisfaction in my life is my family
- Most of the important things that happen to me involve my family
- I am very much involved personally in my family
- Most of my interests are centered around my family

Response scale: (1) Strongly Disagree (2) Disagree (3) Neither Agree Nor Disagree (4) Agree (5) Strongly Agree

Gender Role Beliefs

- The husband should earn higher pay than the wife
- If jobs are scarce, the wife shouldn't work
- Even if the wife works, the husband should be the main breadwinner
- Both the man and woman should contribute to the household income
- A man's job is to earn money; a woman's job is to look after the home and family
- If a woman earns more money than her husband, it's almost certain to cause problems

Response scale: (1) Strongly Disagree (2) Disagree (3) Neither Agree Nor Disagree (4) Agree (5) Strongly Agree

Division of Paid Labor

- On average, how many hours per week do you work at your current job?
- Please indicate your personal annual income (in dollars).

Division of Family Labor

Listed below are common family tasks that represent how couples divide labor. Indicate the percentage amount of time that YOU perform each task. For example, 0 indicates that you never

perform the task; 40 indicates that you perform the task 40% of the time and your husband or someone else performs it the other 60% of the time.

- Preparing meals
- Washing dishes
- Cleaning the house
- Shopping
- Washing and ironing
- Taking out the trash
- Outdoor work
- Paying bills
- Auto maintenance
- Driving children to appointments/play dates/activities
- Bathing children
- Disciplining children
- Playing with children
- Supervising children

Work-Family Conflict

- ***Work-Interference-With-Family Items***
 - The demands of my work interfere with my home and family life
 - The amount of time my job takes up makes it difficult to fulfill family responsibilities
 - Things I want to do at home do not get done because of the demands my job puts on me
 - My job produces strain that makes it difficult to fulfill family duties
 - Due to work-related duties, I have to make changes to my plans for family activities
- ***Family-Interference-With-Work Items***
 - The demands of my family or spouse/partner interfere with work-related activities
 - I have to put off doing things at work because of demands on my time at home
 - Things I want to do at work don't get done because of the demands of my time at home
 - My home life interferes with my responsibilities at work such as getting to work on time, accomplishing daily tasks, and working overtime
 - Family related strain interferes with my ability to perform job-related duties

Response scale: (1) Strongly Disagree (2) Disagree (3) Neither Agree Nor Disagree (4) Agree (5) Strongly Agree

APPENDIX D

STUDY 2 SUPPLEMENTAL ANALYSES

Table D1

Study 2 Supplemental Analyses- Regression Results for Wives' Outcomes

	Paid labor		Family labor		WIF		FIW	
	β	t	β	t	β	t	β	t
<i>Main effects</i>								
Wife work salience (W_ws)	-0.02	-0.22	-0.11	-1.29	0.13	1.45	0.17*	2.08
Wife fam salience (W_fs)	-0.07	-0.87	0.03	0.34	-0.05	-0.57	-0.12	-1.43
Husband work salience (H_ws)	-0.36**	-4.58	0.19*	2.28	0.00	-0.06	0.19*	2.42
Husband fam salience (H_fs)	-0.14	-1.77	-0.11	-1.25	-0.14	-1.62	-0.23**	-2.80
<i>Two-way interactions</i>								
W_ws x W_fs	0.11	0.72	0.31*	2.01	-0.24	-1.52	-0.11	-0.72
W_ws x H_ws	-0.11*	-1.98	0.15*	2.61	-0.05	-0.87	0.04	0.62
W_ws x H_fs	0.04	0.28	-0.12	-0.85	-0.16	-1.14	-0.26	-1.94
W_fs x H_ws	0.01	0.04	0.31*	2.34	-0.14	-1.01	0.08	0.64
W_fs x H_fs	-0.20	-1.06	-0.32	-1.61	-0.07	-0.36	-0.23	-1.17
H_ws x H_fs	-0.04	-0.51	-0.05	-0.59	-0.02	-0.28	-0.03	-0.38
<i>Three-way interactions</i>								
W_ws x W_fs x H_ws	-0.24	-0.84	0.13	0.45	-0.10	-0.32	0.27	0.97
W_ws x W_fs x H_fs	-0.14	-0.75	0.22	1.20	-0.20	-1.05	0.30	1.65
W_ws x H_ws x H_fs	-0.01	-0.05	0.17	1.09	0.02	0.11	-0.19	-1.23
W_fs x H_ws x H_fs	-0.02	-0.15	-0.03	-0.19	0.08	0.46	-0.16	-1.00
<i>Four-way interaction</i>								
W_ws x W_fs x H_ws x H_fs	-0.02	-0.08	0.22	0.70	-0.62	-1.84	-0.38	-1.22

* $p < .05$. ** $p < .01$.

Table D2*Study 2 Supplemental Analyses- Regression Results for Husbands' Outcomes*

	Paid labor		Family labor		WIF		FIW	
	β	t	β	t	β	t	β	t
<i>Main effects</i>								
Wife work salience (W_ws)	0.02	0.22	0.02	0.20	-0.09	-1.07	-0.14	-1.83
Wife fam salience (W_fs)	0.07	0.87	-0.01	-0.10	-0.24**	-2.93	-0.18*	-2.31
Husband work salience (H_ws)	0.36**	4.58	-0.12	-1.48	0.24**	2.98	0.40**	5.38
Husband fam salience (H_fs)	0.14	1.77	0.22*	2.51	-0.16*	-2.00	-0.22**	-2.94
<i>Two-way interactions</i>								
W_ws x W_fs	-0.11	-0.72	-0.20	-1.30	0.26	1.76	0.12	0.85
W_ws x H_ws	0.11*	1.98	0.02	0.37	0.06	1.13	0.07	1.28
W_ws x H_fs	-0.04	-0.28	0.41**	2.99	-0.22	-1.71	0.00	0.01
W_fs x H_ws	-0.01	-0.04	-0.16	-1.17	-0.10	-0.77	-0.10	-0.89
W_fs x H_fs	0.20	1.06	-0.20	-1.00	-0.41*	-2.12	-0.49**	-2.75
H_ws x H_fs	0.04	0.51	0.07	0.85	0.02	0.27	-0.12	-1.59
<i>Three-way interactions</i>								
W_ws x W_fs x H_ws	0.24	0.84	-0.47	-1.67	0.23	0.84	-0.03	-0.12
W_ws x W_fs x H_fs	0.14	0.75	-0.26	-1.41	-0.05	-0.30	0.15	0.92
W_ws x H_ws x H_fs	0.01	0.05	0.08	0.50	-0.06	-0.42	0.15	1.05
W_fs x H_ws x H_fs	0.02	0.15	0.08	0.52	0.22	1.38	0.06	0.45
<i>Four-way interaction</i>								
W_ws x W_fs x H_ws x H_fs	0.02	0.08	-0.10	-0.31	-0.30	-0.98	-0.12	-0.43

* $p < .05$. ** $p < .01$.

Table D3*Study 2 Supplemental Analyses- Regression Results for Couples' Outcomes*

	Wife's family labor		Husband's family labor		WIF		FIW	
	β	t	β	t	β	t	β	t
<i>Main effects</i>								
Wife work salience (W_ws)	-0.08	-0.90	0.08	0.90	0.03	0.34	0.01	0.10
Wife fam salience (W_fs)	0.02	0.26	-0.02	-0.26	-0.20*	-2.32	-0.18*	-2.37
Husband work salience (H_ws)	0.19*	2.26	-0.19*	-2.26	0.15	1.90	0.37**	4.96
Husband fam salience (H_fs)	-0.19*	-2.25	0.19*	2.25	-0.20*	-2.46	-0.27**	-3.61
<i>Two-way interactions</i>								
W_ws x W_fs	0.30	1.95	-0.30	-1.95	0.01	0.05	0.01	0.10
W_ws x H_ws	0.08	1.33	-0.08	-1.33	0.01	0.11	0.06	1.20
W_ws x H_fs	-0.31*	-2.26	0.31*	2.26	-0.26	-1.93	-0.15	-1.20
W_fs x H_ws	0.28*	2.07	-0.28*	-2.07	-0.16	-1.22	-0.02	-0.17
W_fs x H_fs	-0.07	-0.37	0.07	0.37	-0.32	-1.63	-0.44*	-2.48
H_ws x H_fs	-0.07	-0.85	0.07	0.85	0.00	-0.02	-0.09	-1.25
<i>Three-way interactions</i>								
W_ws x W_fs x H_ws	0.36	1.25	-0.36	-1.25	0.09	0.32	0.13	0.52
W_ws x W_fs x H_fs	0.28	1.55	-0.28	-1.55	-0.17	-0.95	0.27	1.60
W_ws x H_ws x H_fs	0.06	0.36	-0.06	-0.36	-0.03	-0.19	-0.01	-0.08
W_fs x H_ws x H_fs	-0.07	-0.42	0.07	0.42	0.20	1.23	-0.05	-0.32
<i>Four-way interaction</i>								
W_ws x W_fs x H_ws x H_fs	0.19	0.60	-0.19	-0.60	-0.62*	-1.96	-0.30	-1.03

* $p < .05$. ** $p < .01$.