

APPENDICES

APPENDIX A:

Questionnaires

This study investigates work-life conflict among academicians in Malaysian institutions. A researcher from Institute of Graduate Studies, University of Malaya is involved in this study. The aim of this study is to identify factors that influence work-family conflict and its impact on both family and organizational outcomes. All information given is treated as confidential and shall be used for academic purpose only. If there are any enquiries please do not hesitate to contact: M.Ashour – 014-6257403, e-mail: megue_a2007@yahoo.fr

Thank you

Please answer the questions in this section by writing your response in the space provided.

Section A: Demographic Variables

1. What is your age?

- a) 21-30
- b) 31-40
- c) 41-50
- d) 51 or more

2. Your ethnicity

- a) Chinese
- b) Indian
- c) Malay
- d) Others

Please specify.....

3. Living circumstances

- a) With spouse
- b) With parents
- c) With children
- d) With parents and spouse
- e) With children and spouse
- f) With children and parents
- g) With spouse, children and parents

4. Caring responsibilities

- a) Childcare
- b) Care for disabled people
- c) Care for older people
- d) None

5. How many children are currently living with you at home?

- a) No child
- b) One child
- c) Two children
- d) Three or more children

6. What is your type of job with the University?

- a) Academic Teaching and Research Only
- b) Academic Teaching and Administration
- c) Academic Teaching, Research and Administration

7. Years of Services

- a) I have under 5 years
- b) I have under 10 years
- c) I have under 20 years
- d) I have under 30 years

f) 60 or more hours

8. Your present position:

- a) Professor
- b) Associate. Professor
- c) Senior Lecturer
- d) Lecturer

11. Are you hoping to be promoted within the next 2 years?

- a) Yes
- b) No

9. What is your current status?

- a) Permanent staff
- b) Part-time staff
- d) Fixed term contract

12. Monthly income level

- a) Below RM5000
- b) RM5001- RM7000
- c) RM7001- RM9000
- d) RM9001- RM11000
- e) Above RM11000

10. How many hours do you normally work in a week?

- a) Less than 16 hours
- b) 16-34 hours
- c) 35-44 hours
- d) 45-49 hours
- e) 50-59 hours

Section B: Work-Family Conflict

Now please think about conflict between your work and family. Using the 1 to 5 scale below provide your opinion by circling the number that best describes how you feel about your family. **1-** Strongly Disagree **2-** Disagree **3-** Neither Agree nor Disagree **4-** Agree **5-** Strongly Agree.

	Measure	S.D	D	N	A	S.A
1	The demands of my work interfere with my home and family life.	1	2	3	4	5
2	The amount of time my job takes up makes it difficult to fulfill family responsibilities.	1	2	3	4	5
3	Things I want to do at home do not get done because of the demands my job puts on me.	1	2	3	4	5
4	My job produces strain that makes it difficult to fulfill family duties.	1	2	3	4	5
5	Due to work-related duties, I have to make changes to my plans for family activities.	1	2	3	4	5
6	The demands of my family or spouse/partner interfere with work related activities.	1	2	3	4	5
7	I have to put off doing things at work because of demands of my time at home.	1	2	3	4	5
8	Things I want to do at work don't get done because of the demands of my family or spouse/partner.	1	2	3	4	5
9	My home life interferes with my responsibilities at work such as getting to work on time, accomplishing daily tasks, and working overtime.	1	2	3	4	5
10	Family-related strain interferes with my ability to perform job related duties.	1	2	3	4	5

Section C: Well-Being

Now please think about how satisfaction you are with your work and family. Using the 1 to 5 scale below provide your opinion by circling the number that best describes how you feel about your family.

1- Strongly Disagree **2-** Disagree **3-** Neither Agree nor Disagree **4-** Agree **5-** Strongly Agree.

	Measure	S.D	D	N	A	S.A
1	Generally speaking, I am very satisfied with my job.	1	2	3	4	5
2	I frequently think of quitting my job.	1	2	3	4	5
3	I am generally satisfied with the kind of work I do in my job.	1	2	3	4	5
4	I plan to look for a new job over the next 12 months.	1	2	3	4	5
5	I am actively searching for a new job.	1	2	3	4	5
6	Generally speaking, I am very satisfied with my family.	1	2	3	4	5
7	I frequently think I would like to change my family situation.	1	2	3	4	5
8	I am generally satisfied with my role in this family.	1	2	3	4	5
9	In most ways, my life is close to my ideal.	1	2	3	4	5
10	The conditions of my life are excellent.	1	2	3	4	5
11	I am completely satisfied with my life.	1	2	3	4	5
12	So far I have gotten the most important things I want in life.	1	2	3	4	5
13	If I could live my life over, I would change nothing.	1	2	3	4	5

Section D: Supervisory/ Management Support

In this section please think about Supervisory/Management Support you are with your work. Read each statement then circle how much you agree or disagree with the statement using the 1 to 5 scale below. Remember there is no right or a wrong answer, your personal opinion is important. **1-** Strongly Disagree, **2-** Disagree, **3-** Neither Agree nor Disagree **4-** Agree **5-** Strongly Agree.

	Measure	S.D	D	N	A	S.A
1	In this organization, employees can easily balance their work and family lives.	1	2	3	4	5
2	In the event of a conflict, managers understand when employees have to put their family first.	1	2	3	4	5
3	In this organization, it is generally okay to talk about one's family at work.	1	2	3	4	5
4	Management in this organization generally encourages heads of department/dean to be sensitive to employees' family and personal concerns.	1	2	3	4	5
5	In general, managers in this organization are quite accommodating of family-related needs.	1	2	3	4	5
6	In this organization it is very hard to leave during the working day to take care of personal or family matters.	1	2	3	4	5
7	This organization encourages employees to set limits on where work stops and home life begins.	1	2	3	4	5
8	Managers in this organization are sympathetic toward employees' childcare responsibilities.	1	2	3	4	5
9	This organization is supportive of employees who want to switch to less demanding jobs for family reasons.	1	2	3	4	5
10	Managers in this organization are sympathetic toward employees' responsibilities for the care of older people.	1	2	3	4	5
11	In this organization, employees are encouraged to strike a balance between their works and family lives.	1	2	3	4	5
12	My supervisor disapproves of my efforts to combine work and family responsibilities.	1	2	3	4	5
13	My supervisor understands that I have to meet family responsibilities as well as those related to my job.	1	2	3	4	5
14	My supervisor is supportive when family problems arise.	1	2	3	4	5
15	My supervisor gives advice on how to handle my work and family responsibility.	1	2	3	4	5
16	My supervisor allows for flexibility in my working arrangements to enable me to handle my family responsibility.	1	2	3	4	5

Section E: Work-Family Demands

In this section please think about work-family demands you are with your work and family. Read each statement then circle how much you agree or disagree with the statement using the 1 to 5 scale below. Remember there is no right or a wrong answer, your personal opinion is important. **1-** Strongly Disagree, **2-** Disagree, **3-** Neither Agree nor Disagree **4-** Agree **5-** Strongly Agree.

	Measure	S.D	D	N	A	S.A
1	I am responsible for too many activities	1	2	3	4	5
2	I have to work very hard	1	2	3	4	5
3	In my job, I have too much to do.	1	2	3	4	5
4	Number of hours I am working in a week too many	1	2	3	4	5
5	My work schedule is a regular.	1	2	3	4	5
6	My family's responsibilities make me feel tired out.	1	2	3	4	5
7	Time that I spend on home/family related activities such as taking care of children or others is too less that I can't meet.	1	2	3	4	5
8	I have a lot of responsibility in my family	1	2	3	4	5

Section F: Religious Coping Strategies

In this section please think about coping strategies you have with your work and family. Read each statement then circle how much you agree or disagree with the statement using the 1 to 5 scale below. Remember there is no right or a wrong answer, your personal

opinion is important. **1-** Strongly Disagree, **2-** Disagree, **3-** Neither Agree nor Disagree **4-** Agree **5-** Strongly Agree.

	Measure	S.D	D	N	A	S.A
1	Religion is important to me because it helps me to cope with life events.	1	2	3	4	5
2	Religion is important to me; because it answers many questions about the meaning of my life.	1	2	3	4	5
3	Religion is important to me, because it teaches me how to deal with life events.	1	2	3	4	5
4	I try to use my religion into practice for dealing in life challenges.	1	2	3	4	5
5	Religion is important to me, because it teaches me to help others.	1	2	3	4	5
6	If any bad thing happens to me, I believe it is a test from Allah to examine me in my life (Ibtilaa).	1	2	3	4	5
7	When something bad happens I pray to Allah SWT to give me guidance and peace of mind.	1	2	3	4	5
8	While making a serious decision in my life, “asking what is best and proper from Allah, the Merciful” (Istikhara).	1	2	3	4	5
9	When I am alone I do any thing (prohibited conduct) because nobody is watching me (Ikhlas).	1	2	3	4	5
10	The primary purpose of prayer is to achieve satisfaction.	1	2	3	4	5
11	The primary purpose of prayer is to achieve happiness.	1	2	3	4	5
12	The primary purpose of prayer is to reduce stress.	1	2	3	4	5

Thank you for your participation

Interview Questions

Kindly let me know about yourself and this information will be kept confidential and your name will not be displayed.

1- Can you tell me a little about yourself, your weekly routine?

How much time do you spend weekly on travelling?	
How much time do you spend weekly on research and teaching activities?	
How much time do you spend weekly with family activities and commitments?	
How much time do you spend weekly with friends and social activities?	
How much time do you spend weekly on religious activities?	

2- If others, please

specify.....

3- Do you feel that you experience conflicts between your work demands and family responsibilities?

.....
 Please explain more,

.....

.....

4- *Work-life balance is about effectively managing the juggling act between paid work and other activities that are important to us - including spending time with family and taking part in sport (Ruth, 2006).* Please give the main sources and causes of conflicts you may have faced in achieving work-life balance?

Long Working Hours	
Inflexible work Schedule	
Office Work Overload	
House hold work	
Children Matters	
Husband Attitudes	

5- If others, please specify

.....

.....

.....

6- Does anyone help you manage those conflicts?

.....

.....

7- If "yes" who helps, and what do they do to help?

.....
.....

8- Does Work-Family conflict create problems with your family members' children, spouse?

.....
.....

9- If “yes”, how?

.....
.....

10- Does this conflict have impact on your work?

.....
.....

11- Do you think, the most of Malaysian academic women are facing same conflict?

.....
.....

12- Religion can have both positive and negative effects on balancing between demands of work and family roles. How does religion affect your life and your work?

.....
.....

13- How to cope with conflict at work and in your family?

.....

APPENDIX C :

TABLE FOR DETERMINING SAMPLE SIZE FROM A GIVEN POPULATION

N	S	N	S	N	S	N	S	N	S
10	10	100	80	280	162	800	260	2800	338
15	14	110	86	290	165	850	265	3000	341
20	19	120	92	300	169	900	269	3500	246
25	24	130	97	320	175	950	274	4000	351
30	28	140	103	340	181	1000	278	4500	351
35	32	150	108	360	186	1100	285	5000	357
40	36	160	113	380	181	1200	291	6000	361
45	40	180	118	400	196	1300	297	7000	364
50	44	190	123	420	201	1400	302	8000	367
55	48	200	127	440	205	1500	306	9000	368
60	52	210	132	460	210	1600	310	10000	373
65	56	220	136	480	214	1700	313	15000	375
70	59	230	140	500	217	1800	317	20000	377
75	63	240	144	550	225	1900	320	30000	379
80	66	250	148	600	234	2000	322	40000	380
85	70	260	152	650	242	2200	327	50000	381
90	73	270	155	700	248	2400	331	75000	382
95	76	270	159	750	256	2600	335	100000	384

Note: “N” is population size

“S” is sample size.

Krejcie, Robert V., Morgan, Daryle W., “Determining Sample Size for Research Activities”, Educational and Psychological Measurement, 1970.

APPENDIX D: Reliability Results

1) Reliability Results for Work-Family Conflict

Case Processing Summary

		N	%
Cases	Valid	315	100.0
	Excluded ^a	0	.0
	Total	315	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.912	9

Item Statistics

	Mean	Std. Deviation	N
V1	2.7778	1.18435	315
V2	2.8190	1.13245	315
V3	2.8952	1.13365	315
V4	2.7111	1.08656	315
V5	3.2032	1.08698	315
V6	2.7397	1.03545	315
V7	2.6635	1.04414	315
V9	2.7143	1.12624	315
V10	2.5714	1.06947	315

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
25.0952	57.698	7.59591	9

2) Reliability Results for Well-Being

Case Processing Summary

		N	%
Cases	Valid	315	100.0
	Excluded ^a	0	.0
	Total	315	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.838	9

Item Statistics

	Mean	Std. Deviation	N
V11	3.7397	.92153	315
V13	3.8349	.92629	315
V16	4.1270	.86496	315
V18	3.8984	.92514	315
V19	3.4730	.91436	315
V20	3.5810	.91116	315
V21	3.6571	.91166	315
V22	3.5746	.93583	315
V23	3.0667	1.02764	315

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
32.9524	30.358	5.50977	9

3) Reliability Results for Supervisory/ Management Support

Case Processing Summary

		N	%
Cases	Valid	315	100.0
	Excluded ^a	0	.0
	Total	315	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.913	14

Item Statistics

	Mean	Std. Deviation	N
V24	3.5429	.92070	315
V25	3.4349	.97976	315
V26	3.5556	.84420	315
V27	3.3714	.94016	315
V28	3.4571	.92070	315
V30	2.9016	.87417	315
V31	3.3714	.88430	315
V32	2.9873	.80197	315

V33	3.2444	.79042	315
V34	3.4063	.87424	315
V36	3.5270	.83803	315
V37	3.6063	.86545	315
V38	3.1429	.89331	315
V39	3.4762	.87530	315

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
47.0254	71.057	8.42951	14

4) Reliability Results for Work-Family Demands

Case Processing Summary

		N	%
Cases	Valid	315	100.0
	Excluded ^a	0	.0
	Total	315	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.817	7

Item Statistics

	Mean	Std. Deviation	N
V40	3.0794	1.04213	315
V41	3.6794	.88981	315
V42	3.4952	.98838	315
V43	3.1175	1.03236	315

V45	2.8127	1.09421	315
V46	2.9492	.98263	315
V47	3.5429	.95132	315

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
22.6762	23.322	4.82924	7

5) Reliability Results for Religious Coping Strategies

Case Processing Summary

		N	%
Cases	Valid	315	100.0
	Excluded ^a	0	.0
	Total	315	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.928	11

Item Statistics

	Mean	Std. Deviation	N
V48	4.5429	.85244	315
V49	4.5556	.80559	315
V50	4.5397	.83371	315
V51	4.5016	.83083	315
V52	4.5302	.80694	315

V53	4.5365	.82618	315
V54	4.5746	.75923	315
V55	4.4159	.88246	315
V57	3.8762	1.17859	315
V58	4.0032	1.14686	315
V59	3.9333	1.16695	315

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
48.0095	60.806	7.79780	11

APPENDIX E: Correlation Results

Descriptive Statistics

	Mean	Std. Deviation	N
WORK-FAMILY CONFLICT	25.0952	7.59591	315
WELL-BEING	32.9524	5.50977	315
MANAGEMENT SUPPORT	47.0254	8.42951	315
WORK-FAMILY DEMANDS	22.6762	4.82924	315
COPING STRATEGIES	48.0095	7.79780	315

Correlations

		WORK-FAMILY CONFLICT	WELL-BEING	MANAGEMENT SUPPORT	WORK-FAMILY DEMANDS	COPING STRATEGIES
WORK-FAMILY CONFLICT	Pearson Correlation	1	-.333**	-.308**	.562**	-.002
	Sig. (2-tailed)		.000	.000	.000	.976
	N	315	315	315	315	315
WELL-BEING	Pearson Correlation	-.333**	1	.475**	-.185**	.329**
	Sig. (2-tailed)	.000		.000	.001	.000
	N	315	315	315	315	315

MANAGEMENT SUPPORT	Pearson Correlation	-.308**	.475**	1	-.256**	.247**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	315	315	315	315	315
WORK-FAMILY DEMANDS	Pearson Correlation	.562**	-.185**	-.256**	1	.179**
	Sig. (2-tailed)	.000	.001	.000		.001
	N	315	315	315	315	315
COPING STRATEGIES	Pearson Correlation	-.002	.329**	.247**	.179**	1
	Sig. (2-tailed)	.976	.000	.000	.001	
	N	315	315	315	315	315

** . Correlation is significant at the 0.01 level (2-tailed).

APPENDIX F: Multiple Regression Analysis

Descriptive Statistics

	Mean	Std. Deviation	N
WELL-BEING	32.9524	5.50977	315
WORK-FAMILY CONFLICT	25.0952	7.59591	315
MANAGEMENT SUPPORT	47.0254	8.42951	315
WORK-FAMILY DEMANDS	22.6762	4.82924	315
COPING STRATEGIES	48.0095	7.79780	315

Correlations

	WELL-BEING	WORK-FAMILY CONFLICT	MANAGEMENT SUPPORT	WORK-FAMILY DEMANDS	COPING STRATEGIES
Pearson Correlation	1.000	-.333	.475	-.185	.329
WELL-BEING					
WORK-FAMILY CONFLICT	-.333	1.000	-.308	.562	-.002
MANAGEMENT SUPPORT	.475	-.308	1.000	-.256	.247
WORK-FAMILY DEMANDS	-.185	.562	-.256	1.000	.179
COPING STRATEGIES	.329	-.002	.247	.179	1.000

Sig. (1-tailed)	WELL-BEING	.	.000	.000	.000	.000
	WORK-FAMILY CONFLICT	.000	.	.000	.000	.488
	MANAGEMENT SUPPORT	.000	.000	.	.000	.000
	WORK-FAMILY DEMANDS	.000	.000	.000	.	.001
	COPING STRATEGIES	.000	.488	.000	.001	.
N	WELL-BEING	315	315	315	315	315
	WORK-FAMILY CONFLICT	315	315	315	315	315
	MANAGEMENT SUPPORT	315	315	315	315	315
	WORK-FAMILY DEMANDS	315	315	315	315	315
	COPING STRATEGIES	315	315	315	315	315

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	COPING STRATEGIES, WORK-FAMILY CONFLICT, MANAGEMENT SUPPORT, WORK-FAMILY DEMANDS ^a		Enter

a. All requested variables entered.

b. Dependent Variable: WELL-BEING

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.565 ^a	.320	.311	4.57341	.320	36.435	4	310	.000	1.748

a. Predictors: (Constant), COPING STRATEGIES, WORK-FAMILY CONFLICT, MANAGEMENT SUPPORT, WORK-FAMILY DEMANDS

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.565 ^a	.320	.311	4.57341	.320	36.435	4	310	.000	1.748

b. Dependent Variable: WELL-BEING

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3048.299	4	762.075	36.435	.000 ^a
	Residual	6483.987	310	20.916		
	Total	9532.286	314			

a. Predictors: (Constant), COPING STRATEGIES, WORK-FAMILY CONFLICT, MANAGEMENT SUPPORT, WORK-FAMILY DEMANDS

b. Dependent Variable: WELL-BEING

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics		
	B	Std. Error	Beta			Tolerance	VIF	
1 (Constant)		18.487	2.452		7.538	.000		
WORK-FAMILY CONFLICT		-.157	.042	-.217	3.736	.000	.652	1.533
MANAGEMENT SUPPORT		.224	.034	.342	6.613	.000	.820	1.220
WORK-FAMILY DEMANDS		-.022	.067	-.019	-.331	.741	.632	1.582
COPING STRATEGIES		.175	.035	.248	4.936	.000	.872	1.146

a. Dependent Variable: WELL-BEING

Collinearity Diagnostics^a

Model	Dimension	Eigen value	Condition Index	Variance Proportions				
				(Constant)	WORK-FAMILY CONFLICT	MANAGEMENT SUPPORT	WORK-FAMILY DEMANDS	COPING STRATEGIES
1	1	4.861	1.000	.00	.00	.00	.00	.00
	2	.088	7.419	.00	.32	.08	.02	.02
	3	.026	13.778	.00	.53	.19	.50	.07
	4	.017	17.118	.01	.09	.23	.35	.81
	5	.008	24.017	.99	.05	.49	.12	.10

a. Dependent Variable:
WELL-BEING

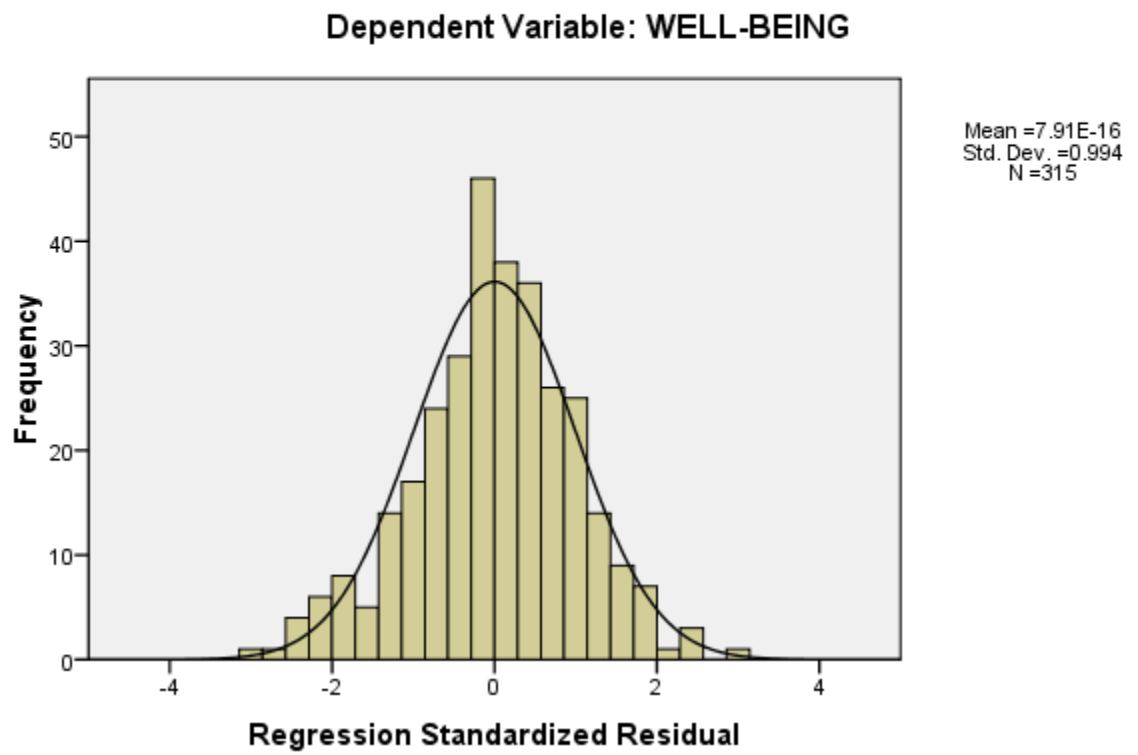
Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	20.3330	42.1921	32.9524	3.11576	315
Residual	-1.39043E1	13.90993	.00000	4.54419	315
Std. Predicted Value	-4.050	2.965	.000	1.000	315
Std. Residual	-3.040	3.041	.000	.994	315

a. Dependent Variable: WELL-BEING

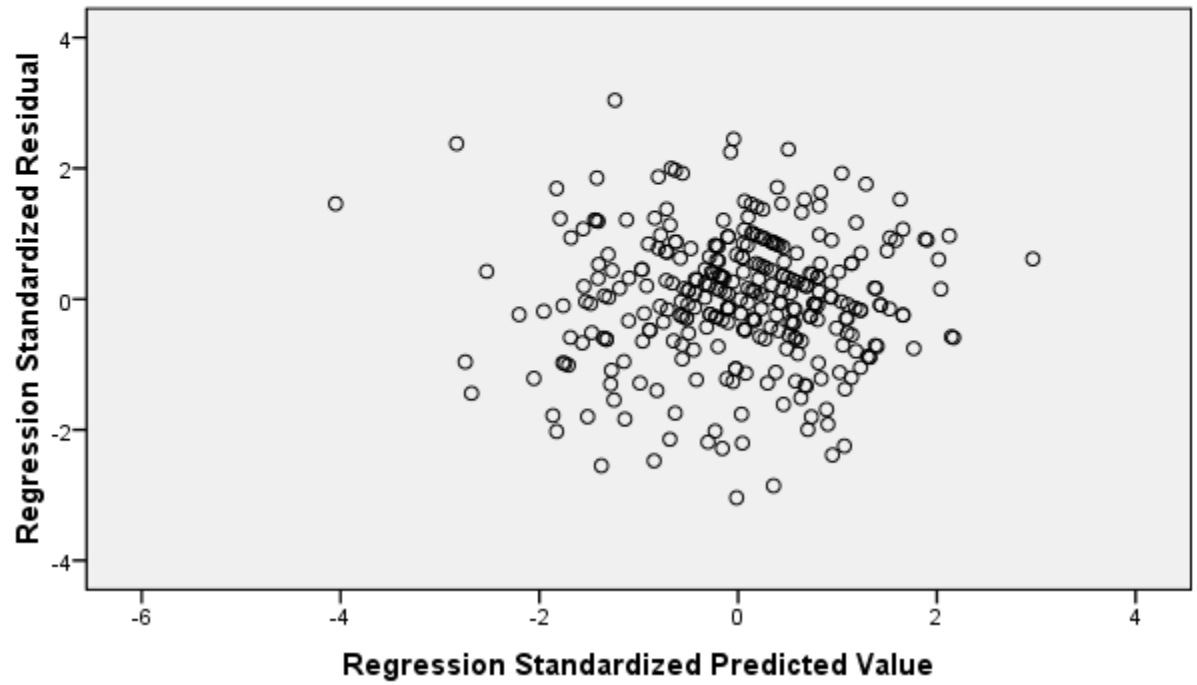
Charts

Histogram



Scatterplot

Dependent Variable: WELL-BEING



APPENDIX G: Hierarchical Multiple Regression Analysis

Descriptive Statistics

	Mean	Std. Deviation	N
WELL-BEING	32.9524	5.50977	315
WORK-FAMILY CONFLICT	25.0952	7.59591	315
COPING STRATEGIES	48.0095	7.79780	315
WFCcoping	1.2047E3	429.76852	315

Correlations

		WELL-BEING	WORK-FAMILY CONFLICT	COPING STRATEGIES	WFCcoping
Pearson Correlation	WELL-BEING	1.000	-.333	.329	-.163
	WORK-FAMILY CONFLICT	-.333	1.000	-.002	.879
	COPING STRATEGIES	.329	-.002	1.000	.459
	WFCcoping	-.163	.879	.459	1.000
Sig. (1-tailed)	WELL-BEING	.	.000	.000	.002
	WORK-FAMILY CONFLICT	.000	.	.488	.000
	COPING STRATEGIES	.000	.488	.	.000
	WFCcoping	.002	.000	.000	.
N	WELL-BEING	315	315	315	315
	WORK-FAMILY CONFLICT	315	315	315	315
	COPING STRATEGIES	315	315	315	315
	WFCcoping	315	315	315	315

Model Summary^d

Model	R	R Square	Adjusted R Square	Change Statistics					Durbin-Watson
				R Square Change	F Change	df1	df2	Sig. F Change	
1	.333 ^a	.111	.108	.111	39.167	1	313	.000	1.769
2	.468 ^b	.219	.214	.108	43.042	1	312	.000	
3	.497 ^c	.247	.240	.028	11.530	1	311	.001	

a. Predictors: (Constant), WORK-FAMILY CONFLICT

b. Predictors: (Constant), WORK-FAMILY CONFLICT, COPING STRATEGIES

c. Predictors: (Constant), WORK-FAMILY CONFLICT, COPING STRATEGIES, WFCcoping

d. Dependent Variable: WELL-BEING

ANOVA^d

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1060.152	1	1060.152	39.167	.000 ^a
	Residual	8472.133	313	27.068		
	Total	9532.286	314			
2	Regression	2087.242	2	1043.621	43.735	.000 ^b
	Residual	7445.044	312	23.862		
	Total	9532.286	314			
3	Regression	2353.392	3	784.464	33.984	.000 ^c
	Residual	7178.894	311	23.083		
	Total	9532.286	314			

a. Predictors: (Constant), WORK-FAMILY CONFLICT

b. Predictors: (Constant), WORK-FAMILY CONFLICT, COPING STRATEGIES

c. Predictors: (Constant), WORK-FAMILY CONFLICT, COPING STRATEGIES, WFCcoping

d. Dependent Variable: WELL-BEING

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95% Confidence Interval for B		Collinearity Statistics	
	B	Std. Error	Beta			Lower Bound	Upper Bound	Tolerance	VIF
1 (Constant)	39.023	1.013		38.510	.000	37.029	41.017		
WFC	-.242	.039	-.333	-6.258	.000	-.318	-.166	1.000	1.000
2 (Constant)	27.877	1.947		14.317	.000	24.046	31.709		
WFC	-.241	.036	-.333	-6.654	.000	-.313	-.170	1.000	1.000
COPING STR	.232	.035	.328	6.561	.000	.162	.301	1.000	1.000
3 (Constant)	5.704	6.805		.838	.403	-7.685	19.094		
WFC	.633	.260	.873	2.435	.015	.121	1.145	.019	53.066
COPING STR	.677	.136	.959	4.992	.000	.410	.944	.066	15.229
WFCcoping	-.018	.005	-1.370	-3.396	.001	-.028	-.007	.015	67.200

a. Dependent Variable:

WELL-BEING

Excluded Variables^c

Model	Beta In	t	Sig.	Partial Correlation	Collinearity Statistics		
					Tolerance	VIF	Minimum Tolerance
1 COPING STRATEGIES	.328 ^a	6.561	.000	.348	1.000	1.000	1.000
WFCcoping	.577 ^a	5.375	.000	.291	.227	4.413	.227
2 WFCcoping	-1.370 ^b	-3.396	.001	-.189	.015	67.200	.015

a. Predictors in the Model: (Constant), WORK-FAMILY CONFLICT

b. Predictors in the Model: (Constant), WORK-FAMILY CONFLICT, COPING STRATEGIES

c. Dependent Variable: WELL-BEING

Collinearity Diagnostics^a

Model	Dimen sion	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	WORK-FAMILY CONFLICT	COPING STRATEGIES	WFCcoping
1	1	1.957	1.000	.02	.02		
	2	.043	6.766	.98	.98		
2	1	2.926	1.000	.00	.01	.00	
	2	.062	6.873	.03	.89	.10	
	3	.012	15.728	.97	.10	.89	
3	1	3.886	1.000	.00	.00	.00	.00
	2	.088	6.651	.00	.00	.00	.01
	3	.025	12.391	.01	.02	.02	.02
	4	.000	96.702	.98	.98	.98	.98

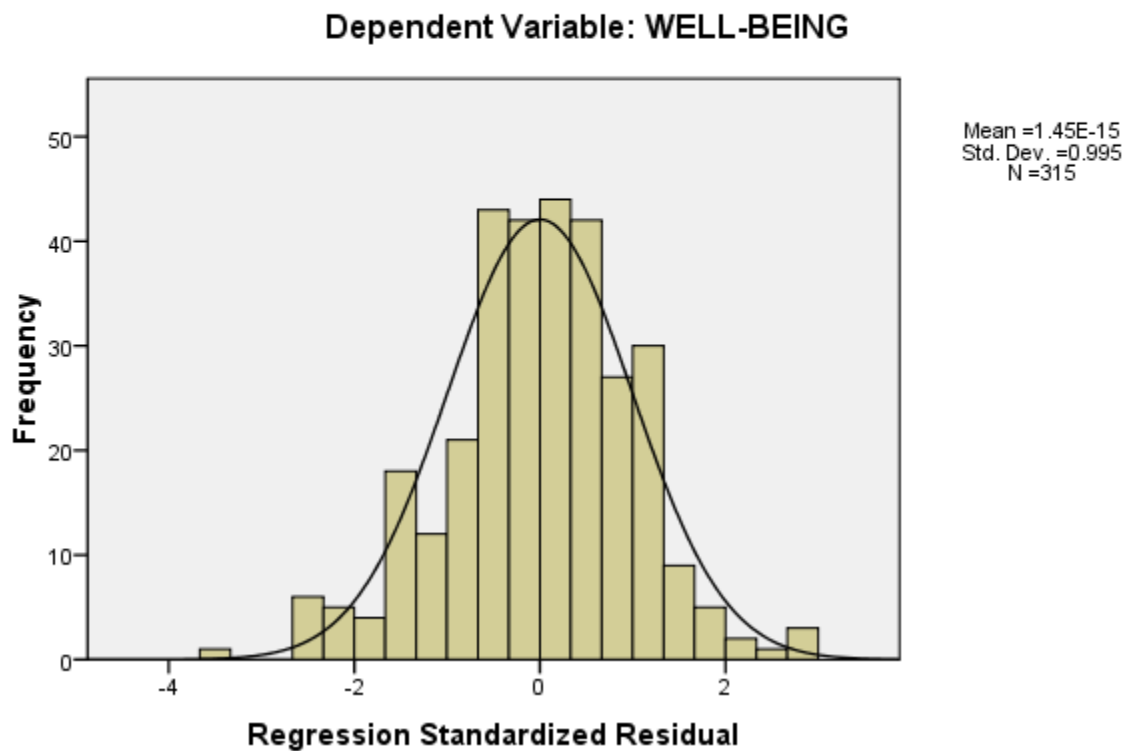
a. Dependent Variable: WELL-BEING

Residuals Statistics ^a					
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	25.0322	39.9605	32.9524	2.73768	315
Residual	-1.66345E1	13.35797	.00000	4.78150	315
Std. Predicted Value	-2.893	2.560	.000	1.000	315
Std. Residual	-3.462	2.780	.000	.995	315

a. Dependent Variable: WELL-BEING

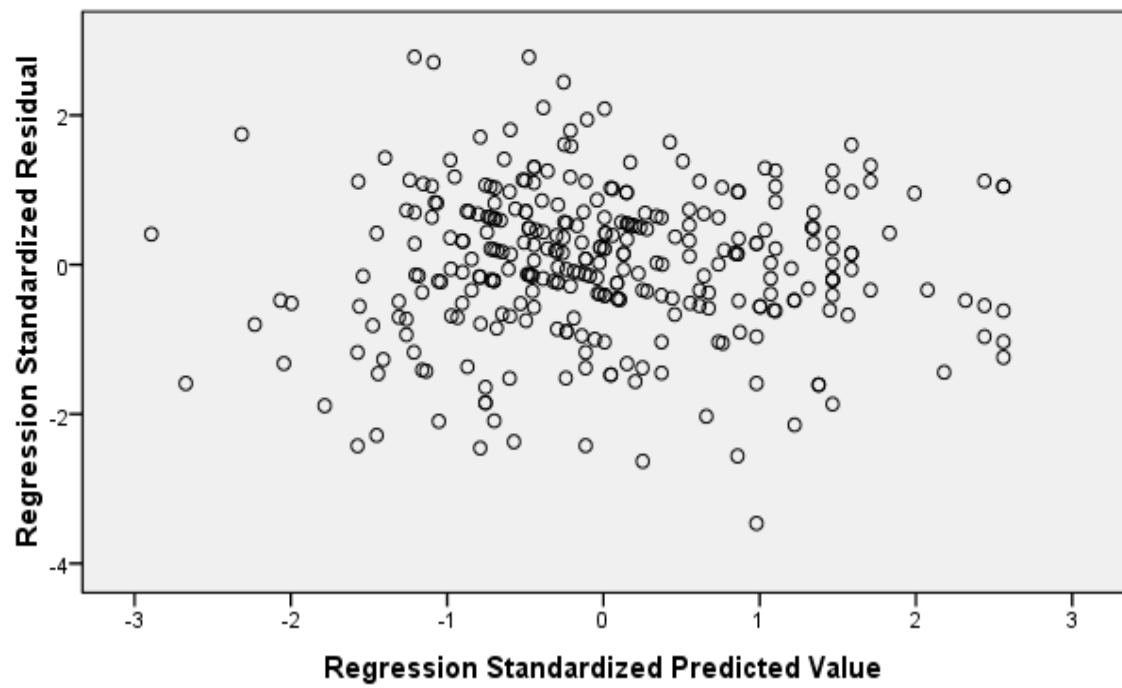
CHARTS

Histogram



Scatterplot

Dependent Variable: WELL-BEING



APPENDIX H: FACTOR ANALYSIS

Descriptive Statistics

	Mean	Std. Deviation	Analysis N
V1	2.7778	1.18435	315
V2	2.8190	1.13245	315
V3	2.8952	1.13365	315
V4	2.7111	1.08656	315
V5	3.2032	1.08698	315
V6	2.7397	1.03545	315
V7	2.6635	1.04414	315
V9	2.7143	1.12624	315
V10	2.5714	1.06947	315
V11	3.7397	.92153	315
V13	3.8349	.92629	315
V16	4.1270	.86496	315
V18	3.8984	.92514	315
V19	3.4730	.91436	315
V20	3.5810	.91116	315
V21	3.6571	.91166	315
V22	3.5746	.93583	315
V23	3.0667	1.02764	315
V24	3.5429	.92070	315
V25	3.4349	.97976	315
V26	3.5556	.84420	315
V27	3.3714	.94016	315
V28	3.4571	.92070	315
V30	2.9016	.87417	315
V31	3.3714	.88430	315
V32	2.9873	.80197	315
V33	3.2444	.79042	315
V34	3.4063	.87424	315
V36	3.5270	.83803	315

V37	3.6063	.86545	315
V38	3.1429	.89331	315
V39	3.4762	.87530	315
V40	3.0794	1.04213	315
V41	3.6794	.88981	315
V42	3.4952	.98838	315
V43	3.1175	1.03236	315
V45	2.8127	1.09421	315
V46	2.9492	.98263	315
V47	3.5429	.95132	315
V48	4.5429	.85244	315
V49	4.5556	.80559	315
V50	4.5397	.83371	315
V51	4.5016	.83083	315
V52	4.5302	.80694	315
V53	4.5365	.82618	315
V54	4.5746	.75923	315
V55	4.4159	.88246	315
V57	3.8762	1.17859	315
V58	4.0032	1.14686	315
V59	3.9333	1.16695	315

Communalities

	Initial	Extraction
V1	1.000	.712
V2	1.000	.781
V3	1.000	.768
V4	1.000	.759
V5	1.000	.627
V6	1.000	.650
V7	1.000	.617
V9	1.000	.698
V10	1.000	.740
V11	1.000	.629

V13	1.000	.602
V16	1.000	.626
V18	1.000	.474
V19	1.000	.643
V20	1.000	.771
V21	1.000	.689
V22	1.000	.655
V23	1.000	.665
V24	1.000	.519
V25	1.000	.652
V26	1.000	.534
V27	1.000	.669
V28	1.000	.677
V30	1.000	.619
V31	1.000	.623
V32	1.000	.621
V33	1.000	.678
V34	1.000	.548
V36	1.000	.554
V37	1.000	.768
V38	1.000	.656
V39	1.000	.687
V40	1.000	.704
V41	1.000	.616
V42	1.000	.703
V43	1.000	.658
V45	1.000	.623
V46	1.000	.559
V47	1.000	.533
V48	1.000	.848
V49	1.000	.883
V50	1.000	.904
V51	1.000	.838
V52	1.000	.877
V53	1.000	.782

V54	1.000	.831
V55	1.000	.708
V57	1.000	.861
V58	1.000	.903
V59	1.000	.891

Extraction Method: Principal
Component Analysis.

Total Variance Explained

Comp onent	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	11.406	22.812	22.812	11.406	22.812	22.812	7.086	14.172	14.172
2	7.758	15.516	38.329	7.758	15.516	38.329	6.247	12.495	26.667
3	4.118	8.235	46.564	4.118	8.235	46.564	4.369	8.738	35.405
4	2.542	5.084	51.648	2.542	5.084	51.648	3.085	6.169	41.574
5	2.213	4.427	56.075	2.213	4.427	56.075	3.070	6.141	47.715
6	1.810	3.621	59.696	1.810	3.621	59.696	2.971	5.943	53.658
7	1.420	2.840	62.536	1.420	2.840	62.536	2.656	5.312	58.970
8	1.254	2.509	65.045	1.254	2.509	65.045	2.212	4.424	63.394
9	1.063	2.126	67.171	1.063	2.126	67.171	1.555	3.110	66.504
10	1.049	2.099	69.270	1.049	2.099	69.270	1.383	2.766	69.270
11	.945	1.890	71.160						
12	.852	1.705	72.864						
13	.774	1.549	74.413						
14	.759	1.518	75.931						
15	.700	1.401	77.331						
16	.666	1.331	78.663						
17	.642	1.283	79.946						
18	.632	1.264	81.211						
19	.588	1.176	82.386						
20	.562	1.123	83.509						
21	.550	1.100	84.609						
22	.521	1.043	85.652						

23	.476	.952	86.604					
24	.447	.894	87.498					
25	.431	.862	88.360					
26	.421	.842	89.202					
27	.385	.769	89.971					
28	.383	.765	90.736					
29	.365	.729	91.465					
30	.354	.707	92.173					
31	.328	.655	92.828					
32	.316	.632	93.460					
33	.300	.599	94.059					
34	.276	.553	94.612					
35	.268	.536	95.147					
36	.256	.512	95.660					
37	.253	.505	96.165					
38	.230	.460	96.625					
39	.219	.437	97.062					
40	.204	.408	97.470					
41	.192	.384	97.854					
42	.180	.359	98.213					
43	.157	.314	98.527					
44	.152	.304	98.831					
45	.147	.294	99.126					
46	.124	.248	99.374					
47	.100	.199	99.573					
48	.089	.178	99.751					
49	.082	.163	99.915					
50	.043	.085	100.000					

Extraction Method: Principal Component
Analysis.

Component Matrix^a

	Component									
	1	2	3	4	5	6	7	8	9	10
V1	-.399	.526	.355	.144	-.059	-.173	-.190	.233	-.053	.053
V2	-.477	.542	.359	.161	-.059	-.143	-.121	.250	-.021	.061
V3	-.429	.524	.293	.209	-.086	-.231	-.171	.288	-.075	.031
V4	-.533	.491	.351	.103	-.043	-.184	-.112	.206	.082	.044
V5	-.357	.498	.258	.193	.007	-.107	-.280	.164	.069	.160
V6	-.423	.482	.429	-.001	.043	-.149	.012	-.121	.097	-.077
V7	-.435	.328	.436	-.018	.112	-.204	.065	-.217	.123	-.096
V9	-.449	.367	.401	.019	.138	-.282	.063	-.307	.039	-.037
V10	-.425	.344	.447	-.051	.059	-.175	.123	-.412	.075	-.123
V11	.577	.108	.072	.292	.242	-.046	-.175	-.085	.267	.157
V13	.464	.054	.033	.330	.233	-.031	-.156	-.242	.245	.275
V16	.501	.157	-.265	.299	.173	.242	-.222	-.056	.219	-.036
V18	.356	.052	-.256	.286	.209	.199	-.323	.030	.033	.084
V19	.642	-.008	.043	.329	.338	-.062	.027	.033	-.033	-.004
V20	.612	-.065	.049	.443	.382	-.152	.109	-.100	-.037	.046
V21	.580	.024	-.020	.395	.398	-.104	.149	.023	-.051	-.034
V22	.484	-.009	.141	.310	.380	-.175	.251	.065	-.210	-.135
V23	.218	-.118	.060	.206	.290	-.220	.437	.423	-.115	-.204
V24	.660	-.133	.192	.078	-.075	.011	.006	-.068	-.099	-.056
V25	.597	-.163	.338	-.076	-.104	.144	.010	-.180	-.246	.154
V26	.488	-.043	.413	.045	-.130	-.098	.086	.108	-.259	.096
V27	.605	-.098	.449	-.130	-.106	.090	-.018	.018	-.067	.224
V28	.606	-.089	.413	-.171	-.050	.040	.026	.007	-.190	.247
V30	.316	-.057	.255	-.241	.160	.103	.107	.202	.518	-.191
V31	.526	-.184	.430	-.152	-.061	.072	.087	.084	.029	.282
V32	.499	-.153	.365	-.080	-.121	.153	.181	.155	.333	.053
V33	.486	-.194	.445	-.142	-.083	.138	.068	.275	.271	.081
V34	.612	-.085	.366	-.101	-.087	.063	-.056	.070	.047	-.004
V36	.573	-.089	.337	-.098	-.161	.031	-.081	.067	-.088	-.221
V37	.689	.095	.349	.116	-.103	.116	-.201	-.066	-.089	-.268

V38	.511	.019	.406	-.036	-.073	.020	-.270	-.189	.032	-.336
V39	.574	-.045	.408	.017	-.175	.000	-.185	-.148	-.096	-.305
V40	-.270	.511	.027	.137	.160	.481	.073	.153	-.016	-.255
V41	-.023	.582	-.014	.094	-.029	.465	-.087	.077	-.092	-.170
V42	-.173	.649	.057	.192	.040	.423	-.089	-.069	-.135	.025
V43	-.339	.506	.181	.143	.118	.422	-.015	.068	-.141	.132
V45	-.421	.294	.308	-.131	.135	.208	.400	-.111	.117	3.072E-5
V46	-.322	.333	.269	.035	.119	.238	.243	-.212	-.064	.304
V47	-.152	.460	.085	.035	-.002	.394	.358	-.073	-.009	-.026
V48	.563	.666	-.182	.002	-.175	-.106	.097	-.054	.009	.027
V49	.569	.662	-.230	-.012	-.212	-.113	.080	-.051	.003	.023
V50	.557	.682	-.211	.006	-.229	-.141	.064	-.087	.024	.000
V51	.551	.642	-.209	-.075	-.221	-.113	.090	.017	-.020	.050
V52	.541	.670	-.255	-.060	-.185	-.116	.114	-.002	.074	-.009
V53	.458	.653	-.298	-.063	-.166	-.078	.133	.042	-.003	.015
V54	.511	.664	-.304	-.059	-.156	-.051	.054	-.019	.061	-.009
V55	.484	.614	-.257	-.068	-.093	-.072	.064	.056	.077	.007
V57	.218	.381	-.069	-.594	.510	-.048	-.203	.028	-.065	.043
V58	.290	.412	-.014	-.618	.476	-.064	-.118	.024	-.146	.009
V59	.208	.358	-.057	-.610	.562	-.009	-.135	.078	-.053	-.020

Extraction Method: Principal Component Analysis.

a. 10 components extracted.

Rotated Component Matrix^a

	Component									
	1	2	3	4	5	6	7	8	9	10
V1	.051	-.069	.792	.167	-.095	.187	.009	-.031	.001	-.066
V2	.031	-.117	.805	.219	-.128	.222	-.028	-.023	-.054	-.029
V3	.073	-.138	.824	.134	-.120	.142	-.049	.026	-.002	-.090
V4	-.013	-.175	.770	.149	-.137	.288	-.015	-.071	-.060	.045
V5	.043	-.118	.730	.162	.104	.139	.019	-.132	-.053	-.038
V6	.012	-.096	.510	.182	-.096	.572	.055	-.067	.048	.037

V7	-.098	-.110	.389	.084	-.076	.651	.051	-.030	.043	.042
V9	-.064	-.138	.395	.048	-.037	.708	.062	-.014	.007	-.099
V10	-.058	-.081	.269	.118	-.100	.786	.021	-.086	.079	-.044
V11	.224	.257	.001	-.084	.682	-.039	.044	.121	.054	.140
V13	.153	.201	-.060	-.087	.722	.046	-.021	.031	-.051	.021
V16	.294	-.006	-.167	.166	.603	-.271	.015	.025	.184	.112
V18	.114	-.013	-.063	.113	.535	-.372	.071	.017	.096	-.064
V19	.165	.291	-.122	-.040	.512	-.127	.062	.472	.098	.012
V20	.124	.258	-.169	-.105	.594	.000	-.027	.538	.038	-.066
V21	.185	.179	-.142	-.015	.499	-.070	.032	.587	.050	-.010
V22	.092	.249	-.090	-.019	.270	.032	.056	.698	.092	-.061
V23	-.012	.052	-.002	-.069	-.078	-.103	-.014	.779	-.051	.175
V24	.168	.547	-.225	-.098	.195	-.098	-.060	.182	.219	-.004
V25	.056	.737	-.257	-.004	.117	-.018	.017	.018	.066	-.146
V26	.109	.659	.064	-.087	-.011	-.035	-.054	.251	.041	-.083
V27	.079	.793	-.067	-.056	.118	-.050	.063	.002	-.007	.075
V28	.092	.787	-.095	-.073	.073	-.041	.138	.071	-.049	-.030
V30	.006	.229	-.094	-.018	.072	.044	.179	.073	.108	.708
V31	.001	.734	-.091	-.100	.085	-.043	.045	.036	-.142	.184
V32	.064	.566	-.130	-.027	.082	-.035	-.104	.050	-.024	.507
V33	-.033	.637	-.024	-.059	.047	-.122	-.005	.045	-.012	.498
V34	.116	.649	-.077	-.075	.121	-.088	.055	.053	.177	.207
V36	.121	.591	-.086	-.068	-.019	-.104	.024	.106	.376	.117
V37	.236	.596	-.039	.088	.240	-.065	-.012	.113	.521	.032
V38	.097	.495	-.039	-.039	.180	.111	.064	-.027	.583	.097
V39	.120	.589	-.072	-.064	.105	.045	-.043	.054	.545	.009
V40	.071	-.253	.219	.742	-.046	.040	.066	.070	.102	.112
V41	.288	-.067	.195	.665	.016	-.069	.065	-.084	.177	-.015
V42	.222	-.096	.296	.694	.124	.101	.042	-.130	.021	-.175
V43	-.013	-.070	.371	.676	.023	.105	.065	-.082	-.150	-.114
V45	-.096	-.087	.103	.428	-.217	.524	.051	.000	-.232	.184
V46	-.053	.034	.154	.444	.010	.422	.013	-.086	-.365	-.121
V47	.206	-.047	.017	.617	-.111	.258	-.051	.020	-.144	.064
V48	.885	.154	.029	.082	.147	.011	.076	.062	.045	-.024
V49	.913	.136	.014	.061	.130	-.024	.068	.036	.054	-.038

V50	.923	.124	.035	.047	.143	.020	.047	.021	.088	-.040
V51	.887	.165	.036	.051	.062	-.058	.104	.034	.014	-.021
V52	.916	.080	.011	.058	.097	-.023	.101	.046	.040	.055
V53	.864	.029	.016	.106	.040	-.069	.114	.062	-.015	-.002
V54	.882	.035	-.009	.105	.128	-.063	.130	.000	.054	.026
V55	.803	.044	.030	.080	.120	-.078	.162	.050	.017	.075
V57	.229	.026	.013	.027	.062	.032	.895	-.032	-.003	.032
V58	.290	.120	-.010	.045	-.008	.069	.892	.042	.015	.002
V59	.191	.011	-.018	.073	.022	.030	.914	.040	.003	.100

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 9 iterations.

Component Transformation Matrix

Comp onent	1	2	3	4	5	6	7	8	9	10
1	.471	.592	-.333	-.145	.353	-.254	.105	.226	.185	.105
2	.692	-.128	.458	.423	.047	.248	.222	-.040	.005	-.047
3	-.347	.667	.410	.104	-.048	.453	-.033	.063	.130	.163
4	-.059	-.140	.229	.155	.527	-.077	-.667	.364	.065	-.187
5	-.325	-.211	-.062	.122	.442	.134	.635	.448	-.106	.048
6	-.189	.131	-.301	.828	.058	-.258	-.040	-.283	-.010	.138
7	.174	.011	-.368	.160	-.355	.346	-.249	.508	-.452	.195
8	-.038	.025	.457	.025	-.286	-.650	.073	.336	-.151	.378
9	.062	-.207	.005	-.164	.334	.169	-.146	-.284	-.060	.825
10	.002	.252	.138	-.106	.274	-.086	.019	-.280	-.838	-.206

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.