3-28-2019

Congruence and Discrepancy Between Newcomers’ Anticipated and Experienced Work Interference with Family Predicting Early Socialization Outcomes

Seterra Burleson  
*Old Dominion University, sburl002@odu.edu*

Debra A. Major  
*Old Dominion University, dmajor@odu.edu*

Xiaoxiao Hu  
*Old Dominion University, x1hu@odu.edu*

Follow this and additional works at: [https://digitalcommons.odu.edu/sciences_achievement](https://digitalcommons.odu.edu/sciences_achievement)

Recommended Citation  
Burleson, Seterra; Major, Debra A.; and Hu, Xiaoxiao, 'Congruence and Discrepancy Between Newcomers' Anticipated and Experienced Work Interference with Family Predicting Early Socialization Outcomes' (2019). College of Sciences Posters. 4.  
[https://digitalcommons.odu.edu/sciences_achievement/4](https://digitalcommons.odu.edu/sciences_achievement/4)

This Book is brought to you for free and open access by the 2019 Graduate Research Achievement Day at ODU Digital Commons. It has been accepted for inclusion in College of Sciences Posters by an authorized administrator of ODU Digital Commons. For more information, please contact digitalcommons@odu.edu.
Convergence and Discrepancy Between Newcomers’ Anticipated and Experienced Work Interference with Family Predicting Early Socialization Outcomes

Seterra D. Burleson, Debra A. Major, & Xiaoxiao Hu
Old Dominion University

Background

Met and Unmet Expectations
- Met expectations: the degree to which an individual’s expectations of what they’ll encounter on the job are similar to or different from their actual experiences (Porter & Steers, 1973)
- Met expectations hypothesis: the more congruence between an individual’s expectations and reality, the greater that individual’s satisfaction and adjustment
- Met expectations have been found to relate to job satisfaction, organizational commitment, and intent to remain (Wanous et al., 1992)
- Met expectations contribute to a successful socialization process, through which newcomers transformed into effective and engaged members of an organization (Feldman, 1976; Van Maanen, 1976)

Expectations and Work-Family Conflict
- Work-family conflict (WFC): the perception that role pressures to participate in the work domain interfere with participation in the family domain or vice versa (Greenhaus & Beutell, 1985)
- Work interference with family (WIF)
- Family interference with work (FIW)

Anticipated Work-Family Conflict (AWFC): the expectation of incompatibilities of future work and family roles (Cinamon, 2006)
- Anticipated work-family conflict with family (AWIF)
- Anticipated family interference with work (AFIW)
- As young adults plan their future careers, AWFC is thought to play a crucial role in the determination of which path to take (Cinamon, 2010)

Anticipated Work-Family Conflict and Gender
- Deviating from traditional gender norms, women in STEM are susceptible to certain biases, and these biases only become more salient as women become mothers (Correll, Bernard, & Paik, 2007)
- Women in STEM consistently emphasize difficulty in balancing work and family roles as a serious barrier to their success (Burke & Mattis, 2007; Ferriman, Lubinski, & Benbow, 2009)
- While women have been found to report higher levels than men of both AWIF and AFIW and lower self-efficacy in managing these conflicts, differences in AWFC have yet to be examined in a STEM context (Cinamon, 2006)

Objective
- Determine if met expectations regarding future WFC influence work-related outcomes (i.e., job satisfaction, organizational commitment, and turnover intent) and examine gender differences in AWFC in a STEM sample

Research Design

Participants
- Time 1: Graduating seniors in STEM;
- Time 2: Organizational newcomers (N = 210)
- Gender: Male n = 128 (61%), Female n = 82
- Caucasian (71.2%); Average age = 25 (SD = 5.62)
- Single (75.1% at Time 1 and 68.8% at Time 2)
- Childless (80.0% at Time 1 and 68.8% at Time 2)

Predictors
- AWIF (9 items; α = .85) & AFIW (9 items; α = .90)
- WIF (9 items; α = .87) & FIW (9 items; α = .91)

Outcomes
- Job Satisfaction (3 items; α = .94): the overall affective reaction of an individual to his or her job (Spector, 1997)
- Affective Organizational Commitment (6 items; α = .88): the individual’s emotional attachment to, identification with, and involvement in the organization (Meyer & Allen, 1991)
- Turnover Intentions (2 items; α = .90)
- Gender (1 item)

Controls: Marital Status (1 item), Number of Children (1 item)

Results - Polynomial Regression

Congruence between AWIF & WIF
- As AWIF and WIF increase, (1) job satisfaction and (2) affective commitment decrease (supported)
- As AWIF and WIF increase, (3) turnover intent increases (not supported)

Direction of Discrepancy between AWIF & WIF
- (1) job satisfaction and (2) affective commitment decrease more when WIF was higher than AWIF than vice versa (supported)
- (3) turnover intent increases more when WIF is higher than AWIF than vice versa (not supported)

AFIW and FIW
- Congruence and direction of discrepancy did not relate to job satisfaction, affective commitment, or turnover intent

Results - Gender Differences

AWIF
- Men (M = 2.68, SD = .72)
- Women (M = 2.40, SD = .64)

AFIW
- Men (M = 2.34, SD = .66)
- Women (M = 2.00, SD = .62)

Contrary to expectations, men reported higher levels of AWIF and AFIW than women

Results - Follow-Up Analysis

AWIF x WIF
Interaction
B = -0.36, t = 3.43, p < .01

Low AWIF
- Simple slope = .67, t = .35, p > .05

High AWIF
- Simple slope = .67, t = 3.56, p < .01

AWIF moderates the positive relationship between WIF and turnover intentions (supported)

WIF displayed a positive relationship with turnover intentions only when AWIF was low

Discussion

Gender Differences in AWFC
- AWIF and AFIW may be higher for men than women in some contexts
- It may be that women in STEM develop resiliency to future WFC concerns due to more salient concerns such as a chilly climate, stereotypes, and a lack of mentorship opportunities
- Therefore, it may be particularly important for women to develop realistic expectations of future WIF

Met WFC Expectations and Newcomer Socialization
- This study contributes to existing knowledge regarding WFC by considering the role of expectations in influencing the relationship between experienced WFC and work-related outcomes for organizational newcomers
- Results suggest that high AWIF may buffer against the negative effects of future WIF on work-related outcomes

Overall
- Expands research concerning gender differences in STEM
- Increases understanding of the work-family interface
- First study to use polynomial regression to understand the influence of AWFC on future WFC and related outcomes