Family to Work Conflict: Examining Age and Gender

Jenny Wiley
Sociology Capstone Project
Bowling Green State University
RESEARCH QUESTIONS

• Is age related to the levels of family to work conflict working adults experience?
• Is the relationship different for men and women?
DEPENDENT VARIABLE: FAMILY TO WORK CONFLICT

- Roles
- Career goals vs family
- Accessible resources
- Coping mechanisms
HOW AGE RELATES TO FAMILY TO WORK CONFLICT

• “Career stages”:
  • Exploration: 18-30 years old
  • Establishment: 25-49 years old
  • Maintenance: 45 + (Ann Huffman, Culbertson, et al., 2013)
GENDER DIFFERENCES

www.dailymail.co.uk
Conflict will be higher among those in the middle age groups, and will probably be higher among women than men due to child rearing.
DATA

General Social Survey 2010 (N=2,044)
U.S. Adults aged 18 +
For this analysis:
- N~1,163
- Employed adults
- Interviews with 4 female respondents with and without children
QUANTITATIVE DATA FROM GSS

Age of Respondents

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Frequency</th>
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</thead>
<tbody>
<tr>
<td>18-30</td>
<td>20.3</td>
</tr>
<tr>
<td>31-44</td>
<td>25</td>
</tr>
<tr>
<td>45-59</td>
<td>27.3</td>
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<tr>
<td>60+</td>
<td>27.3</td>
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</tbody>
</table>

Gender of Respondent

- Man: 44%
- Woman: 56%
FAMILY TO WORK AND AGE

18-30 | 31-44 | 45-59 | 60 +

23.8 | 32.2 | 29.2 | 19
FWC, AGE, AND GENDER

- Men
- Women
QUALITATIVE DATA

“I reduced my work hours to take care of my son, but I wish my fiancé would help around the house... I get so frustrated.” Tina

“The answer was simple for me after graduating with a medical degree. I chose to focus on my family because that is more important to me.” Mary

“It seems like my work is never done regardless of when I clock in or out of work because there is always more to do at home. Sometimes I feel like I should choose between work, college, and family.” Lucy
SUMMARY AND CONCLUSION

Today I cleaned the house, did the laundry, bathed the kids and landed the Hollister account!

What's for dinner, honey?