

Work-family conflict and enrichment: An exploration of dyadic typologies of work-family balance[☆]

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ABSTRACT

Research on the simultaneous and interactive effects of both conflictual and enriching dimensions on work-family balance is scarce, and still scarcer are studies using a typological (person-oriented) approach to establish links between couple-level profiles of work-family balance experiences and individual's work- and family-related satisfaction. To address these gaps, the present study explored whether groups of dual-earner couples could be distinguished with respect to their specific combinations of work-to-family and family-to-work conflict and enrichment dynamics. Using cluster analysis procedures within a sample of 525 dual-earner couples, we identified four couple-level profiles in the work-to-family balance direction (WFB) and four in the family-to-work balance direction (FWB): *Harmful* WFB and FWB groups (i.e., high conflict, low enrichment), *Beneficial* WFB and FWB groups (i.e., low conflict, high enrichment), *Active* WFB group (i.e., high conflict, high enrichment), *Passive* FWB group (i.e., low conflict, low enrichment) and two other groups, one with men reporting a *Harmful* WFB and women a *Beneficial* WFB, and another with men reporting a *Beneficial* FWB and women a *Harmful* FWB. A subsequent mixed model ANOVA also found *Harmful* types were associated with lower individual satisfactions with work, family, and partner participation. Moreover, belonging to profiles where husband and wife have dissimilar WFB experiences seems to imply detrimental effects to both partners.

1. Introduction

Over the past few decades, a substantial literature on the work-family interface has emerged alongside profound cultural transformations in both work and family spheres. In particular, the considerable growth of dual-earner couples in contemporary Western societies has challenged both men and women to face new demands and responsibilities for coordinating their efforts to balance their multiple life roles.

Yet, despite the recent proliferation of research in this domain, important gaps remain in our knowledge and understanding of work-family (WF) interface. The present study addresses three main limitations of current studies on work-family dynamics. First, although a more positive view has been emphasized in recent years (Lapierre et al., 2017), the WF literature has been largely

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dominated by a negative perspective and focused on work-family conflict (Eby, Casper, Lockwood, Bordeaux, & Brinley, 2005). More research that conceptualizes the work-family interface as involving the co-occurrence of both negative and positive features is needed.

Second, previous research in this domain has been largely variable-centered, with few studies using an individual-oriented approach (Kinnunen & Mauno, 2001). The latter focuses on differences across groups of people that, despite being internally homogeneous, are distinct from one another (Cullen, Hammer, Neal, & Sinclair, 2009). We contend that this person-centered approach may help us to understand how the different combinations of work-family conflict and enrichment are associated with a given outcome. In addition, this approach may allow us to identify places on the distribution of variables where couples are most or least likely to fall, thereby enhancing our understanding of the heterogeneity of dual-earners and of how their work-family balance experiences may differ.

A third limitation of prior work has been its typical focus on individual-level analyses (Casper, Eby, Bordeaux, Lockwood, & Lambert, 2007; Eby et al., 2005). Despite empirical studies showing work-family role negotiations are tasks that occur within the couple system (Matias & Fontaine, 2012; Vieira, Matias, Lopez, & Matos, 2016), few studies in the work-family literature adopt a dyadic focus.

The present study sought to address these gaps by pursuing two main objectives. First, we explored whether specific combinations of positive and negative work-family interactions experienced within dual-earner couples were identifiable, and thus whether meaningful WFB typologies could be distinguished at a couple/dyadic level. Second, we examined which typologies were more prevalent within our sample, and how these couple-level profiles were related to individual outcomes in both key work and family domains (job satisfaction, family satisfaction, and satisfaction with partner's participation in family life).

By considering the interdependent work-family dynamics of both members of each couple when testing these WFB typologies, our study's approach is thus consistent with family systems theory (Cox & Paley, 1997) which emphasizes the mutual and interdependent influences that naturally occur between all elements of the intrafamily system, and thus acknowledges that each individual can only be understood in relation to the other family members. The present study's approach is also in line with Westman's perspective on *crossover* processes; that is, interindividual and bi-directional transmission processes of positive and negative experiences and their related emotions between intimately connected individuals who share the same social environment (Westman, 2001; Westman, Brough, & Kalliath, 2009). Finally, this study's exploration of links between couple-level profiles of WFB and individual outcomes can also be framed within Bronfenbrenner's ecological systems framework (Bronfenbrenner, 1979) which supports a contextualized understanding of individual's situation by viewing work-family balance dynamics as part of the ecological system in which individual's development is embedded.

1.1. Work-family balance

As noted earlier, prior WF research has been dominated by a negative perspective which emphasizes the potential detrimental effects of fulfilling multiple roles (for reviews, see Bianchi & Milkie, 2010; Byron, 2005; Eby et al., 2005). In recent years, the evolving study of the work-family interface has moved beyond this conflict perspective to include positive features of work-family dynamics. As a consequence, the focus of this growing body of research has recently shifted toward a more comprehensive view of work-family interface that takes into account both the costs and benefits of multiple role involvement (Jones, Burke, & Westman, 2006).

In this context, the concept of work-family balance has been receiving growing attention from scholars. However, there is a lack of consensus on how work-family balance should be defined, measured, and researched (Grzywacz & Carlson, 2007; Jones et al., 2006). Basically, views on the concept of work-family balance can be divided into two main camps: the overall subjective appraisals approach, and the component approach. In the overall subjective appraisals approach, balance is considered to be a global evaluation of the interplay between work and family (e.g., Carlson, Grzywacz, & Zivnuska, 2009; Voydanoff, 2005a, 2005b). The individual's experience of harmony and balance in their work-life situation is typically assessed with general appraisals (e.g., "All in all, how successful do you feel in balancing our work and personal/family life?"; Clarke, Koch, & Hill, 2004). In contrast, the component approach relies on the conjoint study of work-family conflict and work-family enrichment, measurable constructs that are assumed to capture the multidimensionality of work-family balance (Frone, 2003; Grzywacz & Carlson, 2007).

Work-family conflict is based on a scarcity hypothesis; in other words, it is assumed to reflect an individual's difficulties in fulfilling simultaneous and/or competing demands from multiple and salient roles, resulting in the depletion of his or her limited time- and energy-related resources. These outcomes are further assumed to undermine individuals' physical and psychological well-being, and to diminish their quality of life within those competing roles (Greenhaus & Powell, 2006). In a parallel manner, and based on an expansionist hypothesis, work-family enrichment is assumed to reflect the extent to which experiences in one life role enhance the quality of performance and experiences in another life role, either directly, or indirectly through their influence on positive affect (Greenhaus & Powell, 2006). The expansionist hypothesis further assumes that, when adaptively negotiated and regulated, the performance of multiple roles can provide individuals with greater resources (e.g., skills, knowledge, enhanced esteem, income) that can enrich personal well-being and functioning across several life domains. Empirical evidence suggests that work-family conflict and enrichment experiences are conceptually independent, should be considered separately, and can co-occur (Grzywacz & Bass, 2003; Schultheiss, 2006; Voydanoff, 2005a, 2005b). In other words, work and family roles may conflict in some ways while enhancing each other in other respects (Greenhaus & Parasuraman, 1999). Research also shows how both conflict and enrichment can operate in either direction (i.e., work-to-family or family-to-work), and that this bi-directionality has been associated with unique antecedents and consequences to each direction (for reviews, see Allen, Herst, Bruck, & Sutton, 2000; Amstad, Meier, Fasel, Elfering, & Semmer, 2011; Byron, 2005; Eby et al., 2005; Frone, 2003; McNall, Nicklin, & Masuda, 2010).

Within the component approach to work-family balance, Frone (2003) advanced a four-fold taxonomy based on the type of interaction (conflict vs. enrichment) and its direction (W–F vs. F–W), arguing that work-family balance results from low levels of inter-role conflict combined with high levels of inter-role enrichment. However, this early conceptualization of WFB as a single continuum ranging from balance to imbalance may not adequately capture the full range of individuals' work-family balance experiences in that it does not consider the possibility that WF conflict and enrichment can occur simultaneously and at comparable levels of intensity (i.e., both are either low or high). To better assess other possible combinations of work-to-family and family-to-work conflict (WFC, FWC) and work-to-family and family-to-work enrichment (WFE, FWE), more recent typological approaches of work-life balance have been proposed and empirically tested (Demerouti & Geurts, 2004; Grzywacz, Butler, & Almeida, 2008; Rantanen, 2008; Rantanen, Kinnunen, Mauno, & Tillemann, 2011). From a typological perspective, there are qualitatively different forms of WFB, with each of these forms representing distinct levels and combinations of work-family conflict and enrichment (Rantanen, Mauno, Kinnunen, & Tement, 2013).

Some authors have investigated specific combinations of negative and positive work-to-family and family-to-work interaction experiences, hypothesizing the existence of four types of WF interaction and proposing (using a variety of labels) a four-dimensional typology of work-family balance. The type of WFB characterized by high levels of WFC and low WFE has been defined as *Negative Interaction* (Demerouti & Geurts, 2004), *Imbalanced* (Grzywacz et al., 2008) and *Harmful* (Rantanen, 2008), and linked to both the role scarcity hypothesis and the negative spillover hypothesis, the latter of which predicts that individuals occupying multiple life roles transfer negative experiences from one life domain to another (Lambert, 1990). In turn, the type of WFB characterized by high WFE and low WFC has been labelled *Positive Interaction* (Demerouti & Geurts, 2004), *Balanced* (Grzywacz et al., 2008), and *Beneficial* (Rantanen, 2008; Rantanen et al., 2011), and tied to both the role expansion hypothesis and to the positive spillover hypothesis, the latter of which predicts that the positive experiences multiple-role participants have in one life domain can favorably affect their experiences in another life domain (Lambert, 1990). The type of WFB in which neither WFC nor WFE is experienced has been defined as *No Interaction* (Demerouti & Geurts, 2004), *Segmented* (Grzywacz et al., 2008) and *Passive* (Rantanen, 2008; Rantanen et al., 2011), and expected to exist based on the segmentation hypothesis, which anticipates that work and family arenas are separate life domains with no reciprocal influences on one another (Lambert, 1990). Rantanen (2008) and Rantanen et al. (2011) have also assumed *Passive Balance* reflects a general negative orientation, that is, low engagement and indifference across both the work and family roles, either because of a personal choice not to invest high effort in either domain and/or the situational reality that, for these individuals, the activities and responsibilities associated with these life domains are not particularly demanding or rewarding (Rantanen et al., 2011). Finally, the WFB type characterized by simultaneously high WFC and WFE has been labelled *Negative and Positive Interaction* (Demerouti & Geurts, 2004), *Blurred* (Grzywacz et al., 2008) and *Active* (Rantanen, 2008; Rantanen et al., 2011), and aligned with the compensatory hypothesis which predicts that persons' positive experiences in one life domain can compensate for their negative experiences in another life domain (Lambert, 1990). Rantanen (2008) and Rantanen et al. (2011) have also assumed the *Active Balance* type embodies a general positive orientation; that is, their high engagement across both the work and family roles reflects either a personal choice to pursue success and satisfaction in these domains, and/or a situational necessity stemming from high demands experienced in each of these two life domains. In three studies, five rather than four types of WFB were detected. Demerouti and Geurts (2004) found the *Beneficial* type in their study divided into one showing high WFE and another high FWE. Mauno, Rantanen, and Kinnunen (2011) and Rantanen, Mauno, Kinnunen, and Tement (2013) identified a *Contradictory* type characterized by *Harmful* WFB in the work-to-family direction (high WFC, low WFE) in combination with *Beneficial* WFB in the family-to-work direction (low FWC, high FWE).

Given the absence of a single, comprehensive theory of balance, Wayne, Butts, Casper, and Allen (2017) recently reviewed the existent empirical research and provided a framework that elaborated on four conceptualizations of work-family balance: *additive spillover* (unique effects of bi-directional conflict and enrichment), *multiplicative spillover* (interactive effects of lower conflict with higher enrichment), *balance satisfaction* (one's attitude toward resources allocation across work and family roles), and *balance effectiveness* (one's interdependent self-evaluation of meeting shared expectations across work and family roles) (for a more detailed description of each of these conceptualizations, see Wayne et al., 2017). In their analyses, multiplicative spillover explained variance in outcomes above and beyond additive effects of conflict and enrichment. In the present study, our interest lies in work-family balance as such a type of combined spillover (i.e., the combination of conflict and enrichment).

1.2. Work-family balance and well-being

Prior meta-analyses and reviews of literature have demonstrated links between WFC and work-related consequences such as job dissatisfaction, turnover intentions, lower organizational commitment, higher absenteeism, lower job performance (Allen et al., 2000; Amstad et al., 2011; Shockley & Singla, 2011); nonwork-related consequences (lower life satisfaction, marital satisfaction and family satisfaction; Allen et al., 2000; Amstad et al., 2011; Shockley & Singla, 2011); and stress-related consequences such as general psychological strain, burnout, depression, anxiety, poor physical health, work-related stress and family related stress (Allen et al., 2000; Amstad et al., 2011; Byron, 2005; Eby et al., 2005).

Work-family enrichment has been associated with better mental health (Grzywacz & Marks, 2000; McNall et al., 2010) and physical health (Demerouti & Geurts, 2004; McNall et al., 2010), with higher levels of family satisfaction (Edwards & Rothbard, 2000; Grzywacz, Almeida, & McDonald, 2002; McNall et al., 2010), with stronger organizational commitment, higher job satisfaction, and personal growth (Aryee, Srinivas, & Tan, 2005), and lower levels of stress, depression, alcohol abuse, and marital conflict (Grzywacz & Marks, 2000; Hammer, Cullen, Neal, Sinclair, & Shafiro, 2005).

Consistent with these findings, empirical research on WFB has shown the positive interaction/balanced/beneficial WFB type to

demonstrate the highest subjective well-being, and the negative interaction/imbalanced/harmful type to evidence the lowest well-being (Demerouti & Geurts, 2004; Grzywacz et al., 2008; Mauno et al., 2011). Studies have shown that findings from the negative and positive interaction/blurred/active WFB type fall in between the previous two types (beneficial and the harmful) regarding job exhaustion and job and life satisfaction (Demerouti & Geurts, 2004; Rantanen et al., 2011). The empirical findings for the no interaction/segmented/passive type of WFB are mixed. While in some studies this type has reported lower well-being than the positive beneficial type (Mauno et al., 2011; Rantanen et al., 2011), in another study no difference in well-being was observed when this WFB type was compared to the beneficial type (Demerouti & Geurts, 2004). It is important to note that, in all these studies, the WFB typologies were explored at an individual-level, a limitation that can only be addressed by adopting a dyadic focus that considers the work-family balance experiences of both members of the couple.

1.3. Dyadic processes in work-family interface

The positive and negative effects of work-family dynamics can be transmitted through two different processes: *spillover* and *crossover*. While the former refers to within-person, across-domains, transmission of experiences and emotions from one area of life to another, the latter involves a dyadic and bi-directional transmission of positive and negative experiences, emotions and dispositions between intimately connected individuals who share the same social environment (Westman, 2001; Westman et al., 2009; Westman, Etzion, & Horovitz, 2004). This crossover perspective is, therefore, a central feature of family systems theory, which emphasizes that families are systems of interconnected and interdependent individuals and each that individual can only be understood in relation to the others (Cox & Paley, 1997).

Bakker and collaborators have proposed an integrative model that combines spillover and crossover literatures (*Spillover-Crossover Model* and *Job Demands-Resources Model*), considering them as distinct, but interrelated, transmission processes (Bakker & Demerouti, 2007, 2013; Bakker, Demerouti, & Burke, 2009; Bakker, Demerouti, & Dollard, 2008). According to these authors' perspective, work-related experiences (namely, demands and resources in the work domain) contaminate the family domain (spillover) and are then transmitted to the partner through social interaction (crossover). According to Bakker and Demerouti (2007, 2013), demands in the work domain (*job demands*) are generators of stress and strain, which can potentially contaminate the family domain and lead to WFC experience (*negative spillover process*). This WF conflict experience may then have a negative effect on partner's well-being through negative interactions between partners (*negative crossover process*). Similarly, resources in the work domain (*job resources*) are generators of motivation and commitment, which can potentially enhance the family domain and lead to WFE experiences (*positive spillover process*). This WFE experience may then have a positive impact in partner's well-being through positive interaction between partners (*positive crossover process*). According to this model, the impact on partner's well-being occurs either through a direct crossover of negative and positive experiences and emotions, or through an indirect crossover, mediated by interactional or communicational processes (e.g., emotional and instrumental support, social undermining; Bakker & Demerouti, 2013).

Westman (2001) also described three possible mechanisms involved in the crossover process, considering that it can result from: (a) common stressors shared by both elements of the dyad (e.g., financial strain, life events such as job change or job loss); (b) direct transmission of emotions through empathic processes; and (c) indirect transmission of emotional states, mediated by interactional and communicational processes between partners (e.g., social support, coping strategies).

Extant studies have yielded empirical evidence for the crossover of stress and negative effects, such as the crossover of burnout (Bakker, Demerouti, & Schaufeli, 2005; Bakker & Schaufeli, 2000), work-family conflict (Vieira et al., 2016), stress and anxiety (ten Brummelhuis, Haar, & van der Lippe, 2010; Westman, Etzion, & Horovitz, 2004), depression (Howe, Levy, & Caplan, 2004; Westman & Vinokur, 1998) and marital dissatisfaction (Westman, Vinokur, Hamilton, & Roziner, 2004). More recently, studies have also found support for the crossover of positive experiences, such as work commitment (Bakker et al., 2005; Bakker & Demerouti, 2009), work-family enrichment (Vieira et al., 2016), vigor (Bakker & Xanthopoulou, 2009; Westman, Etzion, & Chen, 2009) and life satisfaction (Demerouti, Bakker, & Schaufeli, 2005; Prince, Manolis, & Minetor, 2007).

As noted earlier, a dyadic and typological approach to work-family balance is absent. This dyadic typological approach is particularly relevant for couples where both share work and family investments, as in the case of dual-earner couples. In these families, both members carry their own (positive and negative) work experiences to family, which may be paired or not with their partner's work experiences and may subsequently interfere with partner's satisfaction outcomes. Relatedly, in these families both members may experience family to work interferences in similar or dissimilar ways.

1.4. The present study

In the present study, we used cluster analysis to differentiate distinct WFB dyadic types by considering all relevant combinations of WFC, WFE, FWC, and FWE experiences among couples. Also, as noted earlier, all prior typological studies of WFB employed individual level analyses, and, to our knowledge, no study had explored dyadic typologies of work-family balance experiences. We contend that a couple-level typological approach allows not only inter-group comparisons (e.g., what characterizes couple members who are similar in the way they balance work and family roles vs. couples where men and women show dissimilar WFB positions), but also for intra-group comparisons (e.g., identification of compensation mechanisms within couples in balancing work and family lives), providing a better understanding of how couples balance, dynamically and interactively, their work and family roles. In addition, we contend that such a dyadic and person-centered typological approach enhances a more systemic understanding of individual outcomes that an individual typological approach cannot provide.

We addressed this gap in available typological studies by empirically testing a typology of WFB that considered the WF

experiences of both members of each working couple. In addition, our typological approach in differentiating the WFB experiences of working couples considered the bidirectionality of work-family interaction, exploring dyadic groups in the work-to-family direction as well as in the family-to-work direction. Our three hypotheses concerning the types of WFB were as follows:

Hypothesis 1. At least four types of WFB will emerge in each direction, based on both low and high levels of conflict and enrichment: (1) a type scoring high in WFC and low in WFE, and similar for the FW direction; (2) a type scoring high in WFE and low in WFC, and similar for the FW direction; (3) a type scoring low in WFC and WFE, and similar in the FW direction; and (4) a type scoring high WFC and WFE, and similar in the FW direction.

Demerouti and Geurts (2004) found that the Beneficial type divided into one scoring high in WFE and another high in FWE, and Mauno et al. (2011) found that one Contradictory type scored high in WFC and low in WFE, whereas another scored low in WFC and high in FWE. Taking into account these limited findings, our following hypothesis is mainly exploratory.

Hypothesis 2.1. We expect variations in the WFB profiles due to the direction studied (work to family or family to work) to occur.

In addition, given the dyadic approach of this study, we also anticipate gender variations in the WFB profile. There are no previous empirical findings on gender differences in dyadic WFB clusters. In addition, the work and family conflict literature has had mixed reports of gender differences in WF and FW directions (Eby et al., 2005). Nevertheless, because gender is intertwined with work-family roles, and because gender role expectations still attribute a higher valence of work roles to men and a higher valence of family roles to women, despite many societal changes (Wall, 2007), we anticipate:

Hypothesis 2.2. Variations in the WFB profiles may occur due to gender in both work-to-family and family-to-work directions, such that men can score high/low in one direction and women can score low/high in the same direction.

We also investigated whether the identified couple-level WFB profiles would predict individual outcomes in both family and work domains, in line with crossover (Westman, 2001) and family systems theory premises (Cox & Paley, 1997). Our final hypothesis regarding the relations of our WFB dyadic typologies to these outcomes was in part based on earlier findings showing that WFC was related to negative well-being outcomes, and WFE with positive well-being outcomes (e.g., Amstad et al., 2011; Eby et al., 2005). In addition, prior findings revealed that psychological functioning/well-being was the main differentiating factor between the *Beneficial* and *Harmful* types (Rantanen, 2008; Rantanen et al., 2011). Therefore, we expected that:

Hypothesis 3.1. The groups with low WFC/FWC and high WFE/FWE will report high levels of job and family satisfaction and high satisfaction with partner's participation in family life (in household tasks, childcare, and play activities with the child). Couples with high WFC/FWC and low WFE/FWE will show the opposite experiences in these indicators.

Moreover, in Rantanen (2008) and Rantanen et al. (2011) typology, *Active* and *Passive* types differed from each other with regard to the effort invested in the work and family domains. As such differential effort may translate into more satisfaction, we therefore expected that:

Hypothesis 3.2. Groups with high WFC/FWC and high WFE/FWE will report high levels of satisfaction in both work and family domains. Couples reporting low WFC/FWC and low WFE/FWE will report low levels on these indicators.

2. Method

2.1. Participants and procedure

Data were collected within the scope of a broader longitudinal project investigating the impact of work-family dynamics on parenting and children's development. The present sample consisted of 525 dual-earner couples with preschool children (aged between 3 and 6 years old). These working parents were recruited from both public and private preschools in Porto and Gaia, two contiguous urban centers in the North region of Portugal. After obtaining permission from these preschools, the general objectives of the study were explained to school coordinators and their preschool teachers. The teachers were then provided with flyers describing the study, along with copies of packets containing the research measures for subsequent distribution to parents who were currently employed. Parents who expressed interest in participating were assured that their responses would remain confidential. Following their completion of informed consent materials, each member of the participating couples was instructed to complete the surveys separately, place them in individual sealed envelopes, and then return them to their children's teacher. All collected surveys were then returned to the researcher once data collection was completed. Only those surveys in which both partners provided information were considered for this study. In addition, as there were few single parents, divorced parents, and stepparents in our sample, we eliminated these cases and only retained in the final sample those working parents who were married/living together and who were their child's biological parents. The parents' participation rate was 38%.

Parents age ranged from 22 to 54 years old ($M = 36$ years, $SD = 4.9$), and the majority held a university degree (bachelor's/master's/PhD – 41.5%), 25.2% had attended up to the 9th grade and another 33.3% had completed secondary education. Couples were living together for an average of 9 years ($SD = 4.0$), most of them had one child (51.8%), 42.8% had two children, and only 5.4% had 3 or more children. Regarding work, the vast majority (99.3% of men and 95.3% of women) worked full-time (> 35 h per week) and on a fixed schedule (76.6% of men and 75.7% of women). Approximately half (49.5%) of the men and 31.5% of the women in our sample worked > 40 h per week. Regarding the monthly household income in our sample, most of the couples reported

an income between 1000€ and 2000€/month (45.7%), with 11.4% of the couples reporting an income of 1000€/month, 32.8% an income between 2000€ and 3000€/month, and 10.1% an income of > 3000€/month.

This convenience sample was characteristic of the Portuguese dual-earner population (Statistics Portugal, [INE, 2011](#)) with respect to parents' age range (according to the 2011 national census, 55% of the population are between 25 and 64 years old), working hours (around 9% of active individuals work < 30 h and 88% work > 35 h per week) and family structure (the most typical family pattern in Portugal is couples with children (50%); 55% of couple members are employed and 50% of these dual-earner couples have at least one child under 6 years of age). Our sample therefore reflects a characteristic family pattern in Portugal (dual-earner couples with pre-school aged children) and one in which work–family balance is a particularly relevant issue, as Portugal is one of the European Union (EU) countries with the highest percentage of full-time dual-earner couples and with one of the highest rates of women working outside the home while raising children under 6 years of age (73%) ([Eurostat, 2008](#)). In addition, and in contrast to other European countries where women with young children tend to work part time, the majority of employed Portuguese women work full time (85%) ([INE, 2011](#)).

2.2. Measures

2.2.1. Work-Family Conflict Scale ([Carlson, Kacmar, & Williams, 2000](#))

This instrument measures the following three forms of work-to-family and family-to-work conflict: (a) *time-based conflict* (“My work keeps me from my family activities more than I would like”); (b) *strain-based conflict* (“I am often so emotionally drained when I get home from work that it prevents me from contributing to my family”); (c) *behavior-based conflict* (“Behavior that is effective and necessary for me at work would be counterproductive at home”). Each of these dimensions of conflict is assessed with three items and all items are rated on a 5-point Likert scale, ranging from strongly disagree (1) to strongly agree (5). In the present study we used the Portuguese version of this instrument (WFCS-P; [Vieira, Lopez, & Matos, 2013](#)). Scores on each direction subscale demonstrated high internal consistencies: Work-to-Family Conflict, fathers $\alpha = 0.85$ /mothers $\alpha = 0.85$; Family-to-Work Conflict, fathers $\alpha = 0.83$ /mothers $\alpha = 0.84$.

2.2.2. Work-Family Enrichment Scale ([Carlson, Kacmar, Wayne, & Grzywacz, 2006](#))

This instrument measures six dimensions of enrichment in both directions/work-to-family enrichment and family-to-work enrichment: *development-based WFE and FWE* (“My involvement in my work helps me to understand different viewpoints and this helps me to be a better family member”); *affect-based WFE and FWE* (“My involvement in my work makes me feel happy and this helps me to be a better family member”); *capital-based WFE and efficiency-based FWE* (e.g. “My involvement in my work provides me with a sense of accomplishment and this helps me be a better family member”; “My involvement in my family requires me to avoid wasting time at work and this helps me be a better worker”). Each of the six dimensions of enrichment is assessed with three items and all items are rated on a 5-point Likert scale, ranging from *strongly disagree* (1) to *strongly agree* (5). In the present study we used the Portuguese version of this instrument (WFES-P; [Vieira et al., 2013](#)). Scores on each direction subscale demonstrated high internal consistencies: Work-to-Family Enrichment, fathers $\alpha = 0.90$ /mothers $\alpha = 0.90$; Family-to-Work Enrichment, fathers $\alpha = 0.89$ /mothers $\alpha = 0.89$.

2.2.3. Satisfaction outcomes

Job satisfaction was indexed by ratings of a single item, “How satisfied are you with your present job/professional situation?”. *Family satisfaction* was assessed through two items (“How satisfied are you with your parenting experience”, “How satisfied are you with your marriage/relationship?”), which evidenced good inter-item correlations for both fathers (0.49) and mothers (0.53). *Satisfaction with partner's participation in family life* was measured by three items: “How satisfied are you with your partner's participation in childcare activities (e.g., bathing, dressing, feeding the child)”, “How satisfied are you with your partner's participation in recreational activities with the child (e.g., playing games, reading stories, taking walks outdoors)”, “How satisfied are you with your partner's participation in household chores division (e.g., cleaning, cooking, washing dishes, going to the market)”. These three items demonstrated good internal consistency indices: fathers $\alpha = 0.82$ /mothers $\alpha = 0.84$. All the satisfaction items were rated on a 6-point Likert scale, ranging from *extremely unsatisfied* (1) to *extremely satisfied* (6).

2.3. Analysis plan

Cluster analysis procedures, a multivariate technique used to classify individual participants, or in the case of the present study, participating couples, into a smaller number of identifiable groups, were performed to uncover WFB groups in each of the work-to-family and family-to-work directions. Conflict and enrichment ratings of each couple member were used as inputs in a multi-step procedure aimed at creating distinct cluster groups by maximizing between-group (or cluster) differences and minimizing variance within clusters ([Hartigan, 1975](#)). We used a dyadic approach by considering the dyad as the unit of analyses and entering in the cluster procedure husbands' and wives' scores on work to family conflict and work to family enrichment (four dimensions). We separated the two directions – work to family and family to work – therefore another cluster analysis was performed using husband's and wives' scores on family to work conflict and family to work enrichment (four dimensions). This way we uncovered dyadic profiles for the work-to-family direction and for the family-to-work direction. Hierarchical and non-hierarchical clustering methods were combined, as recommended by [Hair Jr., Anderson, Tatham, and Black \(1998\)](#). The hierarchical clustering analysis, using Ward's method of Euclidean distances, allowed us to generate the possible cluster solutions and to determine the optimal number of clusters.

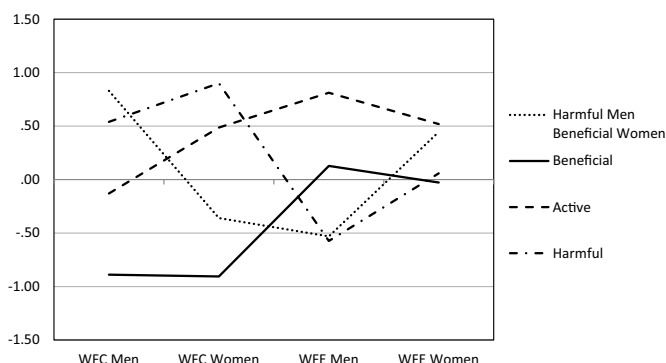


Fig. 1. Graphical representation of clusters z scores on the four work-to-family variables.

For this purpose, a calculation of the R^2 (i.e., the amount of variability retained by each cluster solution) was performed. The centroid values from the hierarchical clustering solution were then used in a non-hierarchical (k-means) clustering method in order to adjust and fine-tune the results, allowing us to improve the assignment of each couple to the respective cluster. Ultimately, the solution that yielded the most conceptual clarity and parsimony was chosen. Finally, once we established conceptually meaningful WFB cluster groups in each work-family direction, we used mixed model ANOVAs to understand if cluster membership impacts satisfaction outcomes (work, family, and with partner). Mixed model ANOVAs were chosen as our data is dyadic and so that we could test each couple's levels of satisfaction as a within-subject factor and cluster membership as a between-subject factor in addition to testing the interaction between our within- and between cluster variables.

3. Results

3.1. Creation of a typology: WFB dyadic clusters

The results of the hierarchical cluster analysis revealed that, in each of the work-to-family and family-to-work directions, three to five plausible clusters could be identified. The k-means cluster analysis procedure was then performed for the three-, four- and five-cluster solutions. Following this procedure, we selected the four-cluster solution for both directions as it contained an adequate number of couples within each cluster whose within-cluster patterns appeared interpretable and meaningful, while concurrently demonstrating a substantial amount of explained variance ($R^2 = 43.12\%$ for work-to-family clusters; $R^2 = 41.33\%$ for family-to-work clusters). Because we found that the identified clusters in our study resembled those observed by Rantanen and colleagues, we adopted their terminology when labelling these WFB types (Rantanen, 2008; Rantanen et al., 2011).

In the work-to-family direction (see Fig. 1 and Table 1), the four-cluster model identified one profile in which both husbands and wives showed the lowest levels of WFC and high levels of WFE, and therefore was labelled the *Beneficial* group ($n = 154$; 29.3%). A second cluster revealed an opposite configuration, with both elements of the couple reporting the lowest levels of WFE and high levels of WFC, and was thus labelled the *Harmful* group ($n = 105$; 20%). A third profile was characterized by high levels of WFE for both members of the couple, along with high levels of WFC for wives and moderate to high WFC levels for husbands. This cluster, wherein couples evidenced both negative and positive WF interactions, was therefore labelled *Active* ($n = 155$; 29.5%). Finally, and contrary to the preceding groups where couple members reported comparable WFB experiences, in a fourth cluster group husbands and wives showed dissimilar WFB positions. Specifically, husbands showed a *Harmful* balance (high WFC and low WFE levels), while wives evidenced a *Beneficial* pattern of role involvements within WF spheres (low to moderate levels of WFC and high WFE levels ($n = 111$; 21.1%). A multivariate analysis of variance (MANOVA) confirmed significant between cluster group differences on WF conflict and enrichment variables, Wilks's $\lambda = 0.13$, $F(12, 525) = 133.10$, $p < .001$.

Table 1

Cluster means for the work-to-family four-cluster model ($N = 525$).

Factors	1 Harmful men Beneficial women ($n = 111$)	2 Beneficial ($n = 154$)	3 Active ($n = 155$)	4 Harmful ($n = 105$)	F-value $p < .001$ for all variables	Bonferroni pairwise comparisons between groups
WFC Men	3.58 _a	2.30 _b	2.87 _c	3.36 _d	147.49	1 > 4 > 3 > 2
WFC Women	2.71 _a	2.30 _b	3.34 _c	3.64 _d	182.01	4 > 3 > 1 > 2
WFE Men	3.20 _a	3.63 _b	4.07 _c	3.18 _a	98.74	1, 4 < 2 < 3
WFE Women	3.86 _a	3.54 _b	3.91 _a	2.97 _c	89.48	4 < 2 < 1, 3

Notes: The WFC and WFE scales range varied from one to five.

Mean scores with unequal subscripts differ per row at the $p < .05$ level.

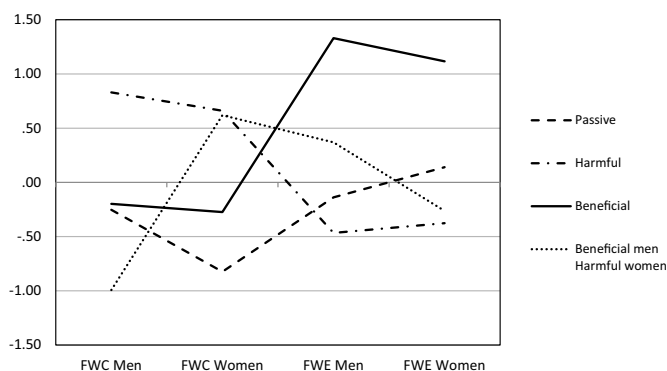


Fig. 2. Graphical representation of clusters z scores on the four family-to-work variables.

As in the work-to-family direction, the four-cluster model found for the family-to-work direction (see Fig. 2 and Table 2) also identified three cluster groups where couples showed comparable WFB experiences and one group where husbands and wives revealed dissimilar positions regarding their experiences of conflict and enrichment in their work-family roles. Specifically, in the first cluster, labelled the *Beneficial group* ($n = 73$; 13.9%), both husbands and wives showed low levels of FWC and the highest levels of FWE. Similarly, the second cluster was labelled the *Harmful group* ($n = 177$; 33.7%) as its couple members reported the highest levels of FWC and the lowest levels of FWE. In contrast to the *Active* group found in the work-to-family direction, a third cluster was labelled *Passive* ($n = 190$; 36.2%) as it was characterized by low FWE and moderate to low FWC levels for both husbands and wives, thus indicating that both couple members in this cluster experienced neither conflict nor enrichment. Finally, and again in contrast to the work-to-family direction wherein one cluster group of couples contained husbands reporting a *Harmful* pattern of experiences and wives acknowledging a *Beneficial* pattern, in the family-to-work direction our fourth FWB cluster group ($n = 85$; 16.2%) was also “mixed” but with the opposite alignment, with husbands showing a *Beneficial* balance (low FWC and high FWE) and wives a *Harmful* balance (high FWC and moderate to low FWE). A MANOVA confirmed significant between cluster group differences on FW conflict and enrichment variables, Wilks's $\lambda = 0.66$, $F(12, 525) = 19.44$, $p < .001$.

3.2. WFB dyadic clusters predicting satisfaction outcomes

To enhance our understanding of the dyadic clusters identified in the work-to-family and family-to-work directions, we performed mixed model ANOVAs to examine which of the different WFB configurations predicted better outcomes in the work and family domains (job satisfaction, family satisfaction and satisfaction with partner participation in the family domain).

Beginning with the work-to-family balance clusters (see Table 3), for family satisfaction we found just a main effect of cluster membership ($F(3,521) = 8.849$; $p < .001$; $\eta_p^2 = 0.048$; Power = 0.995); where belonging to the active and balanced cluster is linked with more family satisfaction than the other two clusters (harmful and gender). Family satisfaction did not differ within the couple ($F(1,521) = 0.094$; $p = .760$; $\eta_p^2 = 0.000$; Power = 0.061) ($M_{\text{men}} = 5.124$; $M_{\text{women}} = 5.110$), thus men's and women's family satisfaction were comparable. No interaction effect between couple's levels of family satisfaction and cluster membership was found ($F(3,521) = 1.898$; $p = .129$; $\eta_p^2 = 0.011$; Power = 0.492). Hence, men's and women's family satisfaction did not differ within cluster membership.

For job satisfaction we found a main effect of cluster membership ($F(3,521) = 15.322$; $p < .001$; $\eta_p^2 = 0.081$; Power = 1.000), where belonging to a harmful cluster was associated with less job satisfaction while being in an active or beneficial cluster was associated with more job satisfaction. A main effect of within the couple job satisfaction was also found ($F(1,521) = 6.800$; $p = .012$; $\eta_p^2 = 0.012$; Power = 0.714), with men more satisfied than women ($M_{\text{men}} = 4.365$; $M_{\text{women}} = 4.191$) as well as an interaction effect ($F(3,521) = 5.060$; $p = .003$; $\eta_p^2 = 0.027$; Power = 0.900), indicating that cluster membership alters the global levels of men's and

Table 2

Cluster means for the family-to-work four-cluster model ($N = 525$).

Factors	1 Beneficial men Harmful women ($n = 85$)	2 Beneficial ($n = 73$)	3 Passive ($n = 190$)	4 Harmful ($n = 177$)	F-value $p < .001$ for all variables	Bonferroni pairwise comparisons between groups
FWC Men	1.79 _a	2.28 _c	2.25 _a	2.92 _b	24.22	3, 1 < 2 < 4
FWC Women	2.84 _d	2.28 _c	1.94 _a	2.87 _b	35.06	3 < 2 < 1 < 4
FWE Men	3.98 _a	4.53 _c	3.69 _a	3.51 _b	23.21	4 < 3, 1 < 2
FWE Women	3.72 _b	4.43 _a	3.93 _a	3.66 _a	7.30	4 < 1 < 3, 2

Notes: The FWC and FWE scales range varied from one to five.

Mean scores with unequal subscripts differ per row at the $p < .05$ level.

Table 3

Mean differences for satisfaction outcomes with Work to Family cluster membership as between-subject predictor.

	Family Satisfaction_Men	Family Satisfaction_Women	Job Satisfaction_Men	Job Satisfaction_Women	Satisfaction with Partner_Men	Satisfaction with Partner_Women
WF_Harmful	5.044 ^b	4.952 ^b	4.105 ^c	3.667 ^b	5.360 ^b	5.006 ^c
WF_Active	5.170 ^a	5.179 ^a	4.626 ^b	4.396 ^a	5.548 ^a	5.156 ^b
WF_Beneficial	5.281 ^a	5.199 ^a	4.500 ^b	4.247 ^a	5.592 ^a	5.249 ^b
WF_Harmful Men Beneficial Women	4.916 ^b	5.039 ^b	4.057 ^a	4.324 ^a	5.472 ^a	4.813 ^a

Mean scores with unequal superscripts differ per column at the $p < .05$ level.

women's job satisfaction (namely that men are more satisfied than women).

As the mixed ANOVA is an omnibus test statistic and does not indicate which specific groups within each factor (men's or women's satisfaction) were significantly different from each other, we performed further group (cluster) comparisons. Mean differences can be found in Table 3. As evidenced through the main effect of within couple job satisfaction, women tend to have lower levels of satisfaction than men; however, if belonging to a cluster with dissimilar WFB experiences (husbands having a *harmful* WFB and women a *beneficial* WFB), husbands have lower levels of job satisfaction than wives.

For satisfaction with the partner again a main effect of cluster membership ($F(3,521) = 15.322$; $p < .001$; $\eta_p^2 = 0.048$; Power = 0.995) and a main effect of within the couple satisfaction with the partner ($F(1,521) = 117.202$; $p < .001$; $\eta_p^2 = 0.184$; Power = 1.000) were found. Belonging to a harmful cluster was linked to lower levels of satisfaction with the partner while belonging to an active or beneficial cluster was associated with more satisfaction. Men are more satisfied with their partners than women ($M_{\text{men}} = 5.507$; $M_{\text{women}} = 5.081$). In addition, an interaction effect ($F(3,521) = 3.149$; $p = .025$; $\eta_p^2 = 0.018$; Power = 0.731) was found, thus indicating that men and women's satisfaction with their partners may be distinct across cluster membership. Indeed, across clusters, men are more satisfied with their partners than were women; however, when belonging to a cluster with dissimilar WFB experiences (husbands presenting a *harmful* WFB and women a *beneficial* WFB), women report lower levels of satisfaction with their partner, while men indicate similar levels of satisfaction with partner as men belonging to the Active and Beneficial clusters.

As for the Mixed Model ANOVAs with family-to-work balance clusters as a between factor predictor (see Table 4), only main effects were observed. For cluster membership, main effects on all outcomes were found, with couples belonging to the harmful cluster showing lower levels on all types of satisfaction (see Table 4) (family satisfaction - $F(3,521) = 11.770$; $p < .001$; $\eta_p^2 = 0.063$; Power = 1.000; job satisfaction - $F(3,521) = 6.254$; $p < .001$; $\eta_p^2 = 0.036$; Power = 0.971; satisfaction with partner - $F(3,521) = 11.760$; $p < .001$; $\eta_p^2 = 0.063$; Power = 1.000). For within the couple satisfaction, main effects were found for job satisfaction ($F(1,521) = 6.768$; $p = .010$; $\eta_p^2 = 0.013$; Power = 0.738) and for satisfaction with the partner ($F(1,521) = 84.035$; $p < .001$; $\eta_p^2 = 0.139$; Power = 1.000) but not for family satisfaction ($F(1,521) = 0.019$; $p = .891$; $\eta_p^2 = 0.000$; Power = 0.052). Women were found to be less satisfied with their jobs ($M_{\text{men}} = 4.413$; $M_{\text{women}} = 4.230$) and with their partners than were men ($M_{\text{men}} = 5.533$; $M_{\text{women}} = 5.133$). No interaction effects were found with couple's levels of satisfaction (family satisfaction - $F(3,521) = 0.424$; $p = .736$; $\eta_p^2 = 0.002$; Power = 0.135; job satisfaction - $F(3,521) = 6.768$; $p = .010$; $\eta_p^2 = 0.013$; Power = 0.738; satisfaction with partner - $F(3,521) = 0.957$; $p = .413$; $\eta_p^2 = 0.005$; Power = 0.262), thus indicating that men's and women's satisfaction (with job, family, and with the partner) demonstrates the same pattern across cluster membership.

4. Discussion

This study had two important aims: (a) to explore whether meaningful groups of dual-earner couples could be distinguished on the basis of their specific combinations of positive and negative experiences of work-family dynamics, and (b) to investigate whether belonging to these WFB groups significantly predicted individual satisfaction in work and family domains.

Overall, our findings yielded evidence of heterogeneity in how couples balance their work- and family-role experiences, allowing us to empirically identify four main WFB dyadic clusters in each of the two work-to-family and family-to-work directions, and

Table 4

Mean differences for satisfaction outcomes with Family to Work cluster membership as between-subject predictor.

	Family Satisfaction_Men	Family Satisfaction_Women	Job Satisfaction_Men	Job Satisfaction_Women	Satisfaction with Partner_Men	Satisfaction with Partner_Women
FW_Harmful	4.976 ^a	4.913 ^a	4.147 ^a	4.011 ^a	5.369 ^a	4.867 ^a
FW_Passive	5.182 ^b	5.189 ^b	4.418 ^b	4.255 ^b	5.557 ^b	5.124 ^b
FW_Beneficial	5.256 ^b	5.306 ^b	4.534 ^b	4.466 ^b	5.616 ^b	5.296 ^b
FW_Beneficial men Harmful women	5.188 ^b	5.173 ^b	4.553 ^b	4.188 ^b	5.591 ^b	5.245 ^b

$p < 0$ scores with unequal superscripts differ per column at the $p < .05$ level.

supporting our first hypothesis. Regarding the way couples experienced the impacts of their work experiences on their family life, and in line with Rantanen et al. (2011, 2013), we identified a *Harmful* group (i.e., high WFC, low WFE, for both couple members), a *Beneficial* group (i.e., low WFC, high WFE, for both couple members) and an *Active* group (i.e., high WFC, high WFE, for both couple members). All these groups support Hypothesis 1, however, we found an additional group where men reported a *Harmful* balance and women a *Beneficial* balance of WF role experiences, contradicting our expectation of finding a type scoring low in all dimensions. Each of these four dyadic cluster groups was comparable in terms of their prevalence within our sample, with a slight predominance of couples represented in either an *Active* or a *Beneficial* WFB.

As for the way couples experienced the influences of their family experiences on their work lives, we again identified *Harmful* and *Beneficial* groups, along with a *Passive* group (i.e., low FWC, low FWE, for both couple members), in line with Rantanen et al. (2011, 2013) typology and our first hypothesis. Another profile reporting a pattern of within-couple experiences that was the “mirror image” of that observed in one of the WFB clusters (i.e., the one with men reporting a *Beneficial* balance and women a *Harmful* balance) was also identified. Also of note, the distribution of couples across these four identified clusters was uneven, with a clear predominance of memberships in the *Passive* and *Harmful* groups relative to the other FWB clusters. The higher representation of couples in the FW harmful profile may occur because young children require more parental time, energy, and physical presence, as they are still very dependent on their caregivers. The satisfaction of children's instrumental and emotional needs (e.g., daily primary care, play and leisure activities) may thus demand a great deal of physical and psychological availability from their caregivers. Addressing these needs may potentiate the intrusion of these parents' family issues into their work. The higher proportion of couples in the FW passive profile may have a distinct explanation. Husbands and wives in this profile show the lowest levels of FWC, thus they may be using more of a segmentation strategy, separating their family demands from their work engagement. These findings could be explored in further research, for example using process variables such as segmentation preferences or career and family role orientations as potential moderators and/or mediators of cross-domain spillover effects.

Results also revealed some interesting between cluster features. First, along with the expected groups of couples showing either a positive or a negative WFB in both WF and FW directions, we identified contrasting profiles in each of these directions, supporting our hypothesis of variation due to direction (Hypothesis 2.1.). More specifically, we found a work-to-family *Active* balance profile (high positive and high negative influences), and a family-to-work *Passive* balance profile (low positive and low negative influences), which may eventually mean that couples are more able to segment in family-to-work direction, comparing to work-to-family direction. These results align with the conceptualization that domain boundaries may be asymmetrically permeable in terms of direction of movement (Clark, 2000, 2002; Frone, Russell, & Cooper, 1992), with work boundaries being more rigidly constructed than those of the family domain. Indeed, a large body of research has indicated that work–family balance depends, among other factors, on the strength of the boundaries that individuals cross daily, both physically and psychologically, as they navigate between work and family domains (Bulger, Matthews, & Hoffman, 2007; Clark, 2000, 2002; Kossek, Ruderman, Braddy, & Hannum, 2012; Kreiner, 2006; Matthews & Barnes-Farrell, 2010). Permeability (that is, the extent to which a person physically located in one domain may be psychologically or behaviorally involved with another) and flexibility (that is, the degree that the spatial and temporal boundaries are pliable) represent boundary strength. Segmentation is thought to exist when low flexibility is coupled with low permeability, whereas integration exists when high flexibility is coupled with high permeability. Research shows that actual segmentation of work and family roles is associated with less work- to-family conflict (Kossek et al., 2012; Powell & Greenhaus, 2010), less family-to-work conflict (Kossek et al., 2012), less affective positive work-to-family spillover (Powell & Greenhaus, 2010) and less positive family-to-work spillover (Kossek et al., 2012). Studies have also found that greater permeability of the work domain relates to greater family-to-work conflict and that greater permeability of the family domain relates to greater work-to-family conflict (Bulger et al., 2007; Matthews & Barnes-Farrell, 2010).

In addition, and supporting Hypothesis 2.2, we found variations in WFB profiles due to gender, as we identified a group of couples where men reported a negative interaction and women a positive interaction from their work to their family lives, and a group of couples wherein men reported a positive interaction and women a negative interaction from their family experiences to their work lives. This might reflect (and result from) the unequal and gender-linked division of work and family responsibilities that prevail in Portugal and other societies. Indeed, despite the fact that dual-earner families are a common family pattern in several societies (OECD, 2011; Statistics Portugal, INE, 2011), traditional gender-based expectations are still prevalent, with women continuing to be mainly responsible for child care and household tasks (OECD, 2017; Perista et al., 2016), while men's paid work continues to be more valued than women's (Wall, 2007). Additionally, the fact that in these groups men (with main responsibilities in the work domain) experienced more work-to-family negative interactions and family-to-work positive interactions, and women (with main responsibilities at home) reported the opposite pattern of WF and FW interactions, might be understood in light of the compensation model. This model posits an inverse relationship between the work and family domains, considering that individuals tend to counterbalance or compensate negative experiences in one life domain by engaging more positively in another life domain (Edwards & Rothbard, 2000; Lambert, 1990).

Regarding the predictive role of dyadic cluster membership in individual satisfaction outcomes, we confirmed our Hypothesis 3.1 as the *harmful* types were linked negatively to all individual satisfactions. In addition, belonging to the gender dissimilar WF cluster (where men have a *Harmful* pattern and women a *Beneficial* one) also leads to less job satisfaction for men and to less satisfaction with the partner for women. Thus, and in line with the findings of previous studies (Demerouti & Geurts, 2004; Grzywacz et al., 2008; Mauno et al., 2011; Rantanen et al., 2011; Rantanen et al., 2013), our results consistently showed that the experience of high conflict and low enrichment in WF and FW interactions (*Harmful* groups) was associated with less positive satisfaction outcomes in both work and family domains (lowest job and family satisfaction, lowest satisfaction with partner's participation in family life). Furthermore, couples in the *Active* work-to-family balance reported similar and high levels of satisfaction. This partially confirmed our Hypothesis

3.2 (in regard to the *Active* group). As suggested by Rantanen (2008) and Rantanen et al. (2011), these results may reflect the higher investment of active groups in WF roles, and suggest that a greater effort and involvement in both roles may inevitably lead to higher levels of both conflict and enrichment. Moreover, the experience of WF enrichment can somehow counterbalance the negative effects of WF conflict, a speculation that should be further investigated by testing enrichment as a moderator variable of conflict effects on well-being and by using longitudinal assessments.

Another interesting finding from the present study was that most of the dyads represented similar profiles of work-family balance, instead of considerable heterogeneity in work-family conflict and enrichment experiences between the partners. In other words, most couples seem to balance their roles rather similarly. We might question if this means that, because these couples are in a close relationship for a long time, they are able to attune some common strategies for work-family balance, or even converge over time, becoming more similar to each other as they interact and spend time together. In this regard, several studies have found, for example, that relationship partners converge in their values and attitudes, dispositional characteristics, verbal and social skills, emotion regulation strategies, cognitive complexity and mental abilities (see Anderson, Keltner, & John, 2003 for a more detailed discussion). Our findings also suggest that this similarity between couples in balancing work and family experiences seems to work better for them as compared to dyads where each element of the couple report different work-family balance typologies. Overall our results show us that, in both work-to-family and family-to-work directions, couples where both men and women reported similar WFB profiles (namely the active and the beneficial dyadic profiles) reported greater satisfaction outcomes than the couples where men and women reported dissimilar WFB experiences.

In fact, another set of findings revealed that belonging to a profile where men and women have dissimilar work to family experiences may imply detrimental effects on both partners. Specifically, we found that when men show a Harmful WFB and women a Beneficial WFB, not only is men's satisfaction with work and family lower, but also adversely affected is women's family satisfaction and satisfaction with her partner. In other words, this finding suggests that even if one partner (the wife) does not have a harmful balance she may still be negatively affected by partner's WFB pattern. This result aligns with the tenets of family systems theory and crossover approach that an individual's experience reverberates with those of other family members (Cox & Paley, 1997; Westman, 2001). In this specific case, women may be less satisfied with their work-stressed husbands because these men get home too tired to perform the household or childcare tasks that are required, thus indirectly overburdening women with these tasks.

In addition, we found that although one spouse may be having a beneficial WF experience, their experiences alone may not result in positive outcomes if their partner is not experiencing similarly beneficial WFB. This finding suggests that the composition of the dyad (i.e., their typology) may actually be the driving force of individual outcomes, and may thus have important implications for the development and implementation of intervention programs.

To conclude, this study advanced a new, dyadic typological approach for examining the nature and impacts of WF phenomena. This couple level approach allowed us to identify families where one partner may be experiencing conflict/enrichment and the other does not, as we observed on both clusters 1 in the work-to-family and family-to-work directions. This approach additionally helped us to identify other combinations of WF dynamics within couples, such as the *Active* and *Passive* typologies, that would remain hidden with an individual profiles approach. Furthermore, the identification of profiles for each direction furnished us with a more fine-grained understanding of dyadic WFB dynamics. For instance, we found a *Passive* pattern in the FWB direction and an *Active* pattern in the WFB direction. Finally, this study's dyadic and person-centered typological approach provided us a dynamic and systemic understanding of individual outcomes that a variable-centered and individual typological approach cannot provide. It allowed us not only to address the conjoint effects of WFB experiences of both members of a dual-earner couples, but also to clarify which couples might be more vulnerable to negative wellbeing effects.

4.1. Limitations and future directions

The findings of the present study need to be interpreted in the light of the following limitations. First, despite its similarities with Portuguese population, our sample of working couples with preschool children was drawn from an urban area in northern Portugal, thus constraining the generalizability of our findings to other samples with different background characteristics. Second, our study's design, measures, and analytic methods were susceptible to limitations associated with common method variance due to our exclusive use of self-report data, with attenuated measurement precision due to our use of single items or short scales to measure some constructs such as family satisfaction, and due to the fact that our use of cluster analysis depends critically on the clustering variables selected. In addition, our study's cross-sectional design does not permit causal inferences about relations between work-family clusters and participants' adjustment. Future studies should consider longitudinal designs capable of examining the stability and change trajectories of identified WFB groups to test causal hypotheses about their effects on work and family outcomes over time. Finally, we call for additional studies using a couple-level typological approach that can extend the scope of the present investigation by affording not only inter-group comparisons, but also for intra-group comparisons.

4.2. Implications

Despite these limitations, we believe this study contributes to the literature on work-family conflict and enrichment by using dual-earner couples as the unit of analysis and by exploring WF balance typologies in both work-to-family and family-to-work directions. In addition to investigating how each dimension of the work-family interface separately relates to a given outcome (a variable-oriented approach), our study shows it is possible and equally important to use a typological approach for examining how the different combinations of work-family conflict and enrichment are associated with a given outcome (a person-oriented approach). In

addition, the fact that these WFB typologies are explored at a couple level, rather than an individual level, advances our understanding of how couples balance their work and family roles, both dynamically and interactively.

This study has important implications for both theory and practice. Theoretically, our understanding of work-family dynamics is incomplete without considering the interactive effects of both conflict and enrichment on each other. By considering its simultaneous occurrence, the relationship between the two can be further clarified and this may give new and important insights regarding work-family dynamics. Linkages between work-family conflict and enrichment remain unclear, as some authors consider them as two opposite ends of a continuum (Frone, 2003), while others contend that they may have an orthogonal relationship and represent two different phenomena (Greenhaus & Powell, 2006). The results of this study support the theoretical notion that WFB is not a single state or continuum but manifests itself in many forms or types. In addition, the simultaneous study of conflict and enrichment can, for example, help identify ways in which enrichment can counterbalance/override the effects of WFC and alleviate its side effects, as we discussed earlier with regard to the results found for the *Active* cluster. Indeed, most of the extant research tests simple additive relations, where conflict and enrichment are modeled as independent predictors. However, those additive models constitute only one of many possible ways to conceptualize the work-family interface. The few studies that compared different models (Gareis, Barnett, Ertel, & Berkman, 2009; Grzywacz & Bass, 2003) have shown that, in addition to having additive effects, conflict and enrichment can also have interactive or buffering effects, depending on the specific outcomes (Grzywacz & Bass, 2003), and the directionality of the WF and FW effects (Gareis et al., 2009).

With regard to clinical practice, the results of this study suggest that a typological approach to WFB experiences might help identify those couples who are at highest risk for detrimental adjustment outcomes, which is crucial to intervention. Identifying profiles that are more beneficial or detrimental for the individual, their family and their performance at work may assist both counselors and organizations in developing informed practices and interventions. In addition, the use of a dyadic/couple-level approach when exploring these typologies enabled us to address the interdependent nature of partners' conjoint WFB experiences and its conjoint effects on individual outcomes. As a result, our study's findings offer two important messages. To truly help dual-earner couples in balancing their work and family lives, it is important not only to both prevent/reduce conflict and promote enrichment in the management of their respective work-family roles, but also crucial to involve both members of the couple in these efforts and interventions.

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