



# Subjective Stress and Perceived Schedule Control Among Double-and-Triple-Duty Caregiving Men

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## ABSTRACT

**Objective:** Based on Pearlin's stress process model of family caregiving (SPM), this study examined subjective stress appraisals among men working in U.S.-based long-term care facilities (*workplace-only caregivers*) who concurrently occupied family caregiving roles for dependent children (*double-duty-child caregivers*), older adults (*double-duty-elder caregivers*), and both dependent children and older adults (*triple-duty caregivers*). The moderating effects of perceived schedule control (i.e., a potential work domain resource) were also examined.

**Methods:** We analyzed survey responses from 123 men working in U.S.-based nursing homes who participated in the Work, Family and Health Study (WFHS) using separate multiple linear regression models.

**Results:** Workplace-only and double-and-triple-duty caregivers appraised primary stress similarly. However, several differences emerged with respect to secondary role strains, specifically work-family conflict, emotional exhaustion, and turnover intentions. Schedule control buffered perceived stress and turnover intentions as well as enhanced work-to-family positive spillover and job satisfaction among double-and-triple-duty caregivers, particularly double-duty-elder caregivers.

**Conclusion:** Perceived schedule control constituted a resource in double-and-triple-duty caregiving men's stress process, especially for double-duty-elder caregivers. These findings contribute to the scarce literature on double-and-triple-duty caregiving men and have practical implications for recruitment and retention strategies targeting male healthcare employees.

## INTRODUCTION AND RESEARCH QUESTIONS

Men are increasingly entering caregiving professions and currently represent 40% of U.S. adults who informally care for a dependent family member (Landivar, 2013; National Alliance for Caregiving & the American Association of Retired Persons Public Policy Institute, 2015). Recent evidence also indicates that men are investing greater time and becoming more involved in their children's lives (Humberd, Ladge, & Harrington, 2014). An important, but neglected, aspect of men's growing presence in formal and family caregiving is that, compared with men from earlier cohorts, they may have an increased likelihood of partaking in each type of care simultaneously. Within the limited literature that considers the convergence of formal and family care (Ward-Griffin et al., 2015), *double-duty caregiving* refers to healthcare employees who informally care for children (double-duty-child caregiving) or older adults (double-duty-elder caregiving). *Triple-duty caregiving* pertains to healthcare employees who informally provide sandwiched care, or care for children and older adults. Double-and-triple-duty caregivers report various decrements in well-being relative to formal caregivers without family caregiving obligations (*workplace-only caregivers*), including more stress, psychological distress, work-family conflict, fatigue, and emotional exhaustion (Boumans & Dorant, 2014; DePasquale et al., 2016; Scott, Hwang, & Rogers, 2006). Nearly all of this research, however, is based solely or predominately on women.

Thus, additional information on double-and-triple-duty caregiving men's well-being is needed. This information, in turn, will illuminate the potential work-family pressures experienced by double-and-triple-duty caregiving men, which can then be integrated into the healthcare industry's recruitment and retention strategies. Guided by an adaptation of the stress process model of family caregiving (Pearlin, Mullan, Semple, & Skaff, 1990), the objective of the present study was to examine subjective stress and perceived schedule control among men working in U.S.-based nursing homes, half of whom occupy family caregiving roles, with the following two research questions:

- 1) How do double-and-triple-duty caregivers differ from workplace-only caregivers in their subjective stress appraisals?
- 2) Does schedule control constitute a work domain resource for double-and-triple-duty caregivers?

## PARTICIPANTS

Participants were 123 men drawn from the Work, Family and Health Study (WFHS), a multidisciplinary research initiative by the Work, Family and Health Network (WFHN) to enhance understanding of the work, family life, and health outcomes of long-term care employees in U.S.-based nursing homes. The WFHN partnered with a long-term health and specialized care company in New England referred to by the alias of *Leaf*. *Leaf* managed 56 nursing homes, 30 of which were selected for participation in the WFHS. Employees were eligible to participate if they worked at least 22.5 hours per week, provided direct patient care, and did not do regular night work.

These 123 men were divided into 4 groups based on their family caregiving roles. *Double-duty-child caregivers* had at least 1 child aged 18 years or younger who lived with them for 4 or more days per week. *Double-duty-elder caregivers* provided care (i.e., assistance with shopping, medical care, or financial/budget planning) for at least 3 hours per week in the past 6 months to an adult relative, regardless of residential proximity. *Triple-duty caregivers* fulfilled each double-duty caregiving criterion whereas *workplace-only caregivers* did not fulfill any double-duty caregiving criteria.

Table 1. Men's Characteristics by Double-and-Triple-Duty Caregiving Role Occupancy

Characteristics, n(%)	Workplace-only n=62 (50%)	Double-duty-child n=27 (22%)	Double-duty-elder n=22 (18%)	Triple-duty n=12 (10%)
<b>Background</b>				
Age	35.95 (10.53)	40.07 (7.68)	34.32 (8.45)	37.00 (6.65)
White	.56	.48	.50	.33
College degree or more	.23	.22	.32	.08
Certified nursing assistant	.77	.74	.77	.67
\$39,999 or less per year	.41	.35	.38	.36
\$40,000 to \$54,999 per year	.18	.23	.29	.18
\$55,000 or more per year	.41	.42	.33	.46
<b>Work context</b>				
Hours worked per week	37.65 (5.67)	39.06 (5.69)	38.75 (5.62)	37.29 (3.65)
Company tenure	5.30 (5.56)	6.93 (5.38)	4.41 (3.82)	5.84 (4.15)
Work-related injury	.10	.42	.33	.46
Psychological job demands	3.54 (.91)	3.77 (.62)	3.94 (.81)	4.11 (.61)*
<b>Family context</b>				
Cohabiting or married	.39	.89***	.23	1.00***
Dual-earner couple	.32	.59*	.18	.83**
Hours partner works	41.47 (12.25)	38.67 (10.00)	38.00 (4.00)	38.30 (12.26)
Disabled child	---	.22	---	.08
Non-residential children	.36	.37	.24	.42

Means (and standard deviations) or proportions are shown. ANOVAs with Games-Howell significant difference comparison tests were conducted to identify mean differences across groups with workplace-only caregivers representing the reference group. The dual-earner couple measure is based on all participants, including those who are single. \* $p < .10$ , \*\* $p < .05$ , \*\*\* $p < .001$

## MEASURES

Measure	Items	Example Item	Reliability	Range	Mean (SD)
Perceived Schedule Control <sup>1</sup>	8	How much choice do you have over when you can take off a few hours? 1=very little, 5=very much	.61	1-5	2.71 (.77)
Perceived Stress <sup>2</sup>	4	During the past 30 days, how often have you felt that things were going your way? 1=very often, 5=never	.68	4-16	9.10 (2.79)
Work-to-Family Conflict <sup>3</sup>	5	The demands of your work interfere with your family or personal time. 1=strongly disagree, 5=strongly agree	.91	1-5	2.67 (.93)
Family-to-Work Conflict <sup>3</sup>	5	Family-related strain interferes with your ability to perform job-related duties. 1=strongly disagree, 5=strongly agree	.84	1-4	2.05 (.65)
Work-to-Family Positive Spillover <sup>4</sup>	4	Being happy at work helps you to be happy at home. 1=strongly disagree, 1=strongly agree	.85	1-5	4.03 (.68)
Emotional Exhaustion <sup>5</sup>	3	You feel emotionally drained from your work. 1=never, 7=every day	.84	1-7	4.35 (1.63)
Turnover Intentions <sup>6</sup>	2	You are seriously considering quitting (company name) for another employer. 1=strongly disagree, 5=strongly agree	.80	1-5	2.20 (.96)
Job Satisfaction <sup>7</sup>	3	In general, you like working at your job. 1=strongly disagree, 5=strongly agree	.78	2-5	4.16 (.62)

<sup>1</sup>Thomas & Ganster, 1995; <sup>2</sup>Cohen, Kamarck, & Mermelstein, 1983; <sup>3</sup>Netemeyer, Boies, & McMurrin, 1996; <sup>4</sup>Hanson, Hammer, & Colton, 2004; <sup>5</sup>Maslach & Jackson, 1986; <sup>6</sup>Boroff & Lewin, 1997; <sup>7</sup>Cammann, Fichman, Jenkins, & Klesh, 1983

## DATA ANALYSIS

An *intraclass correlation* (ICC) was calculated for each outcome to determine the need to account for men being clustered within nursing homes. WFC (.11), emotional exhaustion (.21), and turnover intentions (.07) had ICCs above .05, with the remaining ICCs at or below .03. Therefore, we conducted separate *multiple linear regressions* for each outcome and clustered standard errors by work group only for the WFC, emotional exhaustion, and turnover intentions models. Model 1 included binary indicators for each double-and-triple-duty caregiving role (with workplace-only caregivers as the reference group), perceived schedule control, and covariates. In Model 2, we interacted each double-and-triple-duty caregiving role with perceived schedule control to examine the moderating effects of perceived schedule control.

## RESULTS

Table 2. Multiple Linear Regression Results: Direct Associations

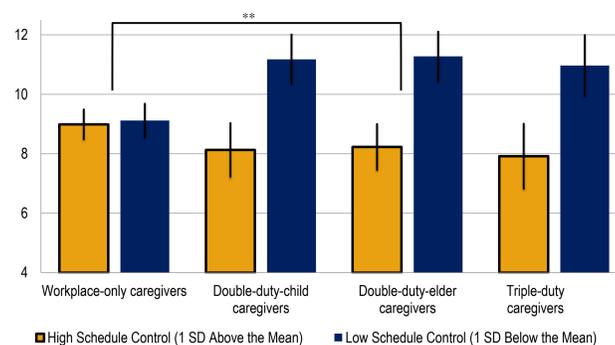
	Primary Stress Perceived Stress n=121	Secondary Stress					
		WFC n=123	FWC n=123	WFPS n=123	Emotional Exhaustion n=120	Turnover Intentions n=122	Job Satisfaction n=122
Intercept	9.19 (.40)***	2.54 (.12)***	1.85 (.09)***	4.03 (.09)***	4.56 (.28)***	2.31 (.13)***	4.23 (.09)***
DDC care	.71 (.67)	.19 (.21)	.46 (.14)**	.12 (.16)	-.04 (.22)	-.47 (.22)*	-.003 (.15)
DDE care	.68 (.70)	.16 (.20)	-.50 (.15)***	-.06 (.16)	-.67 (.38)*	-.08 (.19)	.01 (.15)
TD care	.43 (.93)	.75 (.29)*	.91 (.20)***	.28 (.22)	.96 (.39)*	-.19 (.34)	-.10 (.20)
Psychological job demands	.25 (.31)	.24 (.10)*	.01 (.07)	.21 (.07)**	.75 (.17)***	.26 (.10)*	-.08 (.07)
Dual-earner couple	-.98 (.55)*	-.02 (.17)	-.19 (.12)	-.09 (.13)	-.44 (.30)	.06 (.17)	-.14 (.12)
Schedule control	-.66 (.33)*	-.29 (.10)**	-.01 (.07)	.18 (.08)*	-.28 (.23)	-.22 (.11)*	-.19 (.07)**
R <sup>2</sup>	.09	.18	.21	.13	.23	.11	.09

Unstandardized regression coefficients are shown. All continuous variables are mean-centered. Significant findings appear in bold, orange font. Marginally significant findings are in bold. DDC=double-duty-child, DDE=double-duty-elder, TD=triple-duty, WFC=work-to-family conflict, FWC=family-to-work conflict, WFPS=work-to-family positive spillover.

In Model 1 (see Table 2), workplace-only and double-and-triple-duty caregivers' primary stress appraisals did not differ. As for secondary role strains, triple-duty caregiving was associated with more work-to-family conflict and each double-and-triple-duty caregiving role was linked to greater family-to-work conflict. Additionally, triple-duty caregiving was associated with lower turnover intentions. There were no differences in work-to-family positive spillover (WFPS) and job satisfaction appraisals.

In Model 2, schedule control emerged as a stress buffer for double-duty-elder caregivers, conditioning their appraisals of perceived stress ( $B=-2.09$ ,  $SE=.89$ ,  $p < .05$ ), WFPS ( $B=.45$ ,  $SE=.21$ ,  $p < .05$ ), turnover intentions ( $B=-.54$ ,  $SE=.26$ ,  $p < .05$ ), and job satisfaction ( $B=.40$ ,  $SE=.20$ ,  $p < .05$ ). For every one-unit increase in schedule control, double-duty-elder caregivers reported less perceived stress ( $B=-2.17$ ,  $SE=.72$ ,  $p < .01$ ) and lower turnover intentions ( $B=-.60$ ,  $SE=.17$ ,  $p < .01$ ) as well as more WFPS ( $B=.52$ ,  $SE=.17$ ,  $p < .01$ ) and job satisfaction ( $B=.46$ ,  $SE=.16$ ,  $p < .01$ ). **Figures 1-4** further probe these significant interactions by displaying model estimated means for each outcome at high (1 SD above the mean) and low (1 SD below the mean) values of schedule control.

Figure 1. Perceived Stress



## RESULTS

Figure 2. Turnover Intentions

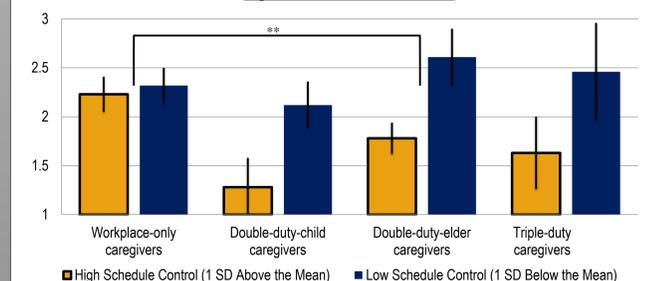


Figure 3. Job Satisfaction

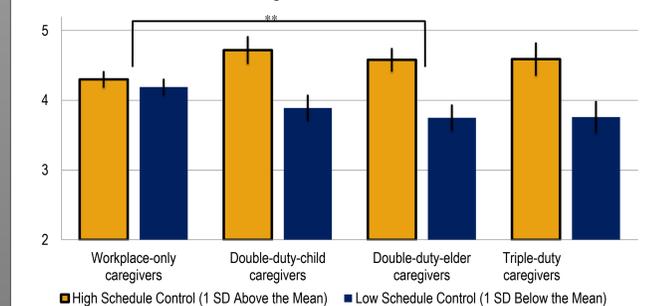
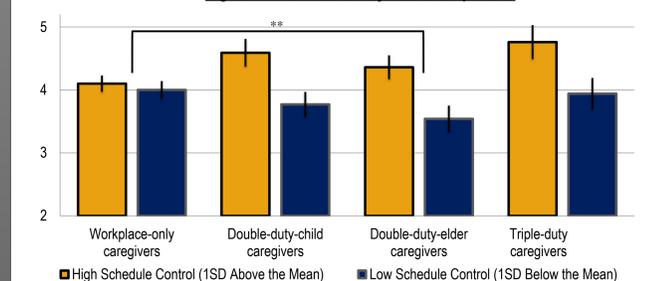


Figure 4. Work-to-Family Positive Spillover



## CONCLUSION

The stress experienced by double-and-triple-duty caregiving men will only become a greater concern for the healthcare industry as it strives to recruit and retain men with an increased likelihood of family caregiving. Therefore, findings from this study are particularly noteworthy in that they suggest accommodating double-and-triple-duty caregiving men's work-family interface with greater schedule control may enhance such efforts. The availability, utilization patterns, and relevance of as well as organizational climate surrounding workplace practices, programs, and policies for double-and-triple-duty caregiving men represent pivotal future research directions that will yield pertinent information for the development of appropriate and targeted work-life initiatives.

## CITATION

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