

# THE FAMILY TIME SQUEEZE: FAMILY CAREGIVING CERTIFIED NURSING ASSISTANTS' WORK STRAIN AND PERCEIVED FAMILY TIME ADEQUACY

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# Combining Paid and Unpaid Care

- Unprecedented growth in the 65-and-over population
- Certified nursing assistants (CNAs) and other direct-care employees will become the nation's largest occupational group by 2020
- Family members are expected to remain the country's largest source of long-term care

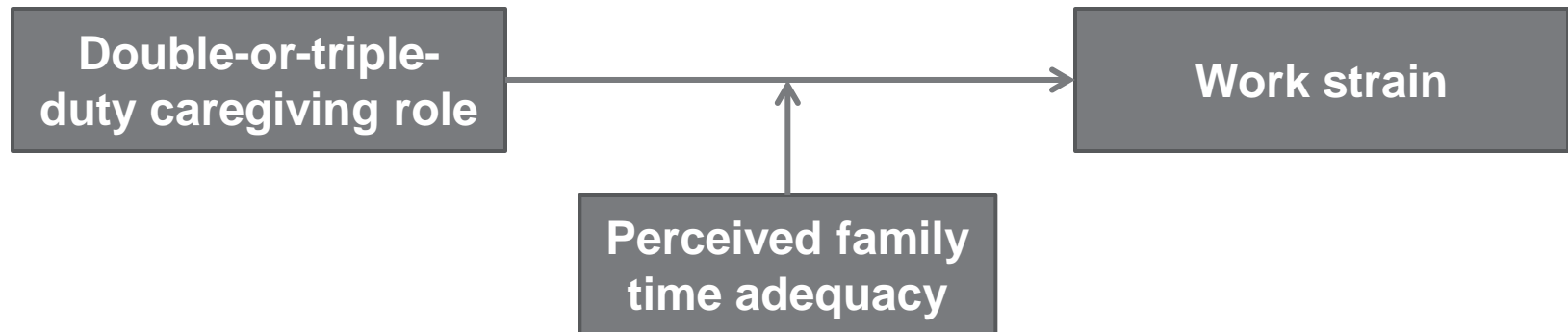
# Study Objective #1:

## Double-and-Triple-Duty Caregiving-Work Strain Associations

- **Work strain**
  - Emotional exhaustion
  - Job satisfaction
  - Turnover intentions
  - Organizational work-family climate
- **Workplace-only caregivers**
  - CNAs without family caregiving roles
- **Double-duty caregivers**
  - CNAs who provide unpaid care to one type of recipient
    - *Double-duty-child caregivers* care for dependent children
    - *Double-duty-elder caregivers* care for older adults
- **Triple-duty caregivers**
  - Informally care for dependent children **AND** older adults

## Study Objective #2:

### Perceived Family Time Adequacy as a Buffering Resource



- Conservation of Resources (COR) theory
  - Individuals are motivated to protect their current resources and obtain new resources
  - Resources – valued and helpful in achieving goals
  - Resource loss is harmful, resource accumulation is beneficial

# Perceived Family Time Adequacy

- Perceived family time **adequacy**
  - Enough time with family members
  - A psychological tool to facilitate task management
    - Better able to manage their work-family interface
  - Desire for free or unstructured family time
- Perceived family time **inadequacy**
  - Temporal tensions between the work and family domains
  - Strategic time management
  - Difficulty preserving time for family care
  - Increased sense of time urgency

# Work, Family and Health Study (WFHS)

- Employee data from the baseline wave of the WFHS
- Recruited from 30 nursing homes owned by a long-term health and specialized care company in New England
- Involved in direct patient care, worked a minimum of 22.5 hours per week, and did not do regular night work
- Of 1, 783 eligible employees, 1, 524 (85% response rate) enrolled in the WFHS
- 972 CNAs without missing data on study constructs

# Double-and-Triple-Duty Caregiving Measures

Measure	Criteria for Role Classification	Frequency (%)
Workplace-only caregiver	<ul style="list-style-type: none"><li>No family care responsibilities based on the criteria listed below</li></ul>	342 (35%)
Double-duty-child caregiver	<ul style="list-style-type: none"><li>Had at least one child aged 18 years of age or older who lived with them for at least 4 days per week</li></ul>	330 (34%)
Double-duty-elder caregiver	<ul style="list-style-type: none"><li>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</li></ul>	160 (17%)
Triple-duty caregiver	<ul style="list-style-type: none"><li>Fulfilled criteria for each double-duty-caregiving role</li></ul>	140 (14%)

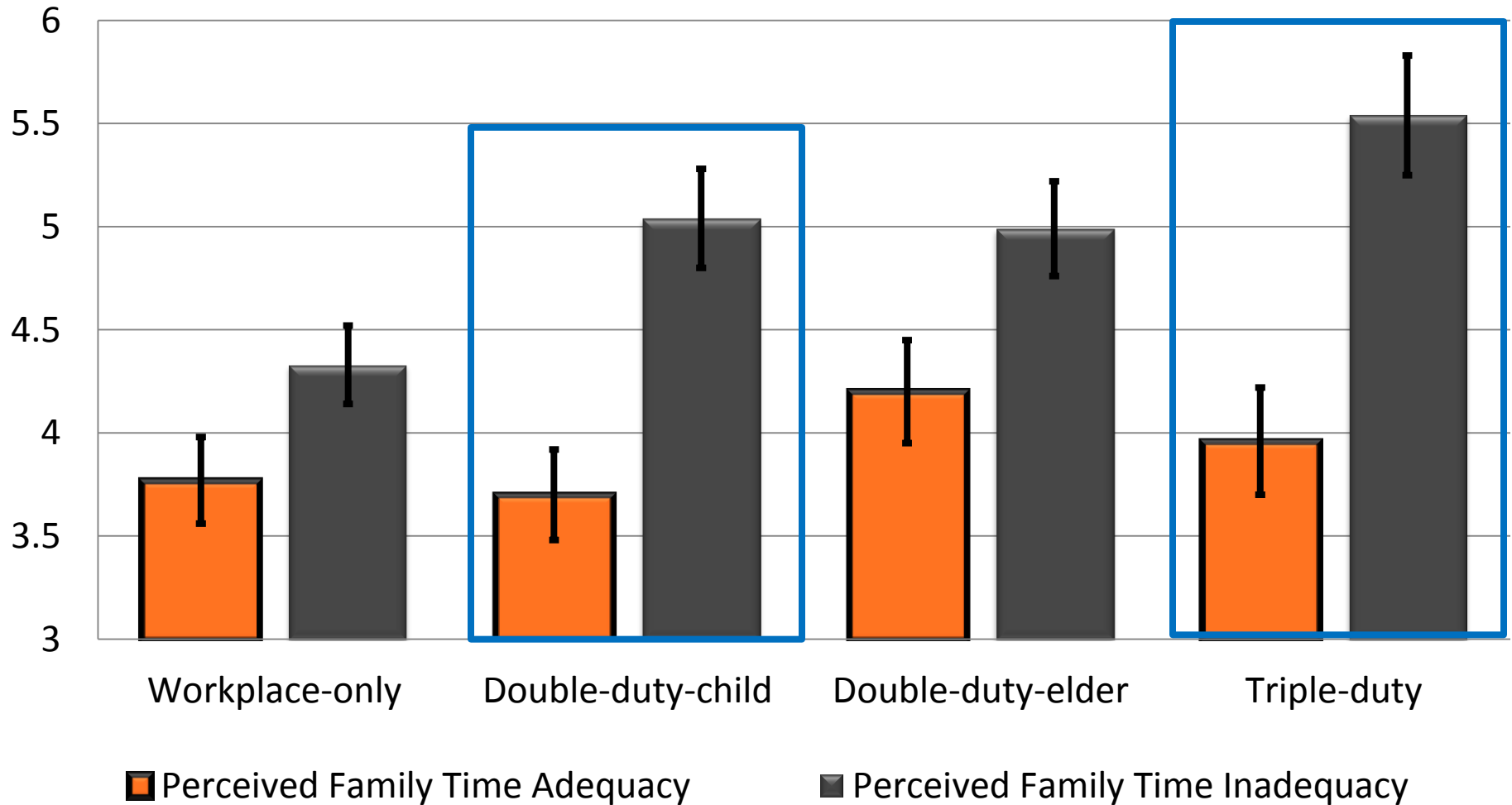
Measure	Items	Example Item	Reliability	Range	Mean (SD)
<b>Emotional Exhaustion<sup>1</sup></b>	<b>3</b>	You feel emotionally drained from your work.  <i>1=never, 7=every day</i>	.86	1 - 7	4.50 (1.66)
<b>Job Satisfaction<sup>2</sup></b>	<b>3</b>	In general, you like working at your job.  <i>1=strongly disagree, 5=strongly agree</i>	.81	1.33 - 5	4.20 (.66)
<b>Turnover Intentions<sup>3</sup></b>	<b>2</b>	You are seriously considering quitting (company name) for another employer.  <i>1=strongly disagree, 5=strongly agree</i>	.80	1 - 5	2.11 (1.00)
<b>Organizational Work-Family Climate<sup>4</sup></b>	<b>1</b>	In your workplace, employees are expected to put their families or personal lives second to their job.  <i>1=strongly disagree, 5=strongly agree</i>	---	1 - 5	3.10 (1.09)
<b>Perceived Family Time Adequacy<sup>5</sup></b>	<b>7</b>	To what extent is there enough time for family to be together?  <i>1=never, 5=all of the time</i>	.66	1 - 5	3.41 (.68)



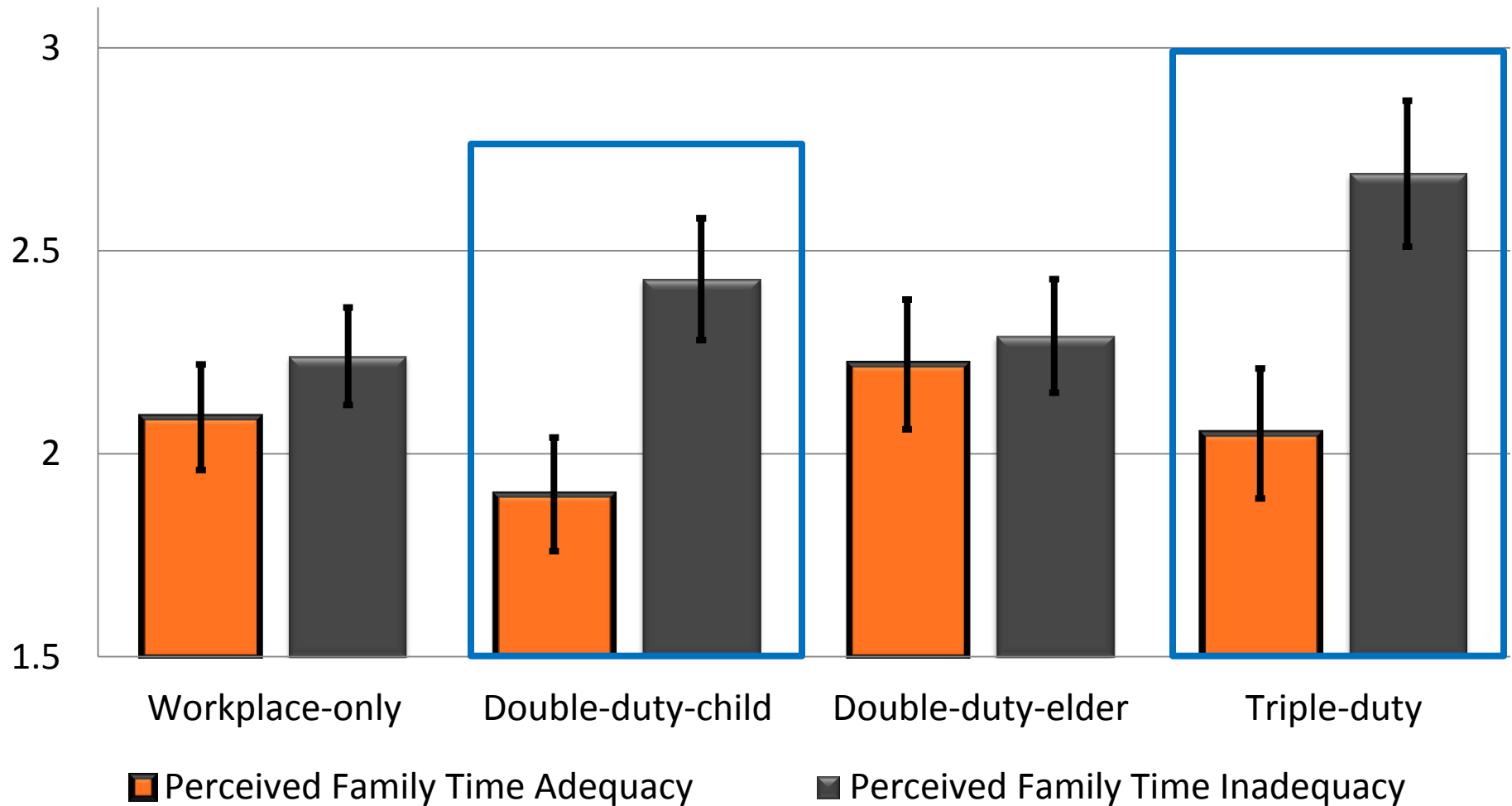
# Objective 1: Direct Double-and-Triple-Duty Caregiving-Work Strain Associations

	Emotional Exhaustion	Job Satisfaction	Turnover Intentions	Organizational Work-Family Climate
	<i>B</i>	<i>B</i>	<i>B</i>	<i>B</i>
Intercept	4.02***	4.19***	2.15***	2.40***
Double-duty-child care	<b>.32*</b>	-.09†	-.01	<b>.21*</b>
Double-duty-elder care	<b>.58***</b>	-.02	.09	<b>.25*</b>
Triple-duty care	<b>.66***</b>	<b>-.19**</b>	.18†	<b>.35**</b>
Perceived family time adequacy	<b>-.66***</b>	<b>.15***</b>	<b>-.20***</b>	<b>-.37***</b>
<i>R</i> <sup>2</sup>	<b>.13</b>	<b>.06</b>	<b>.04</b>	<b>.06</b>

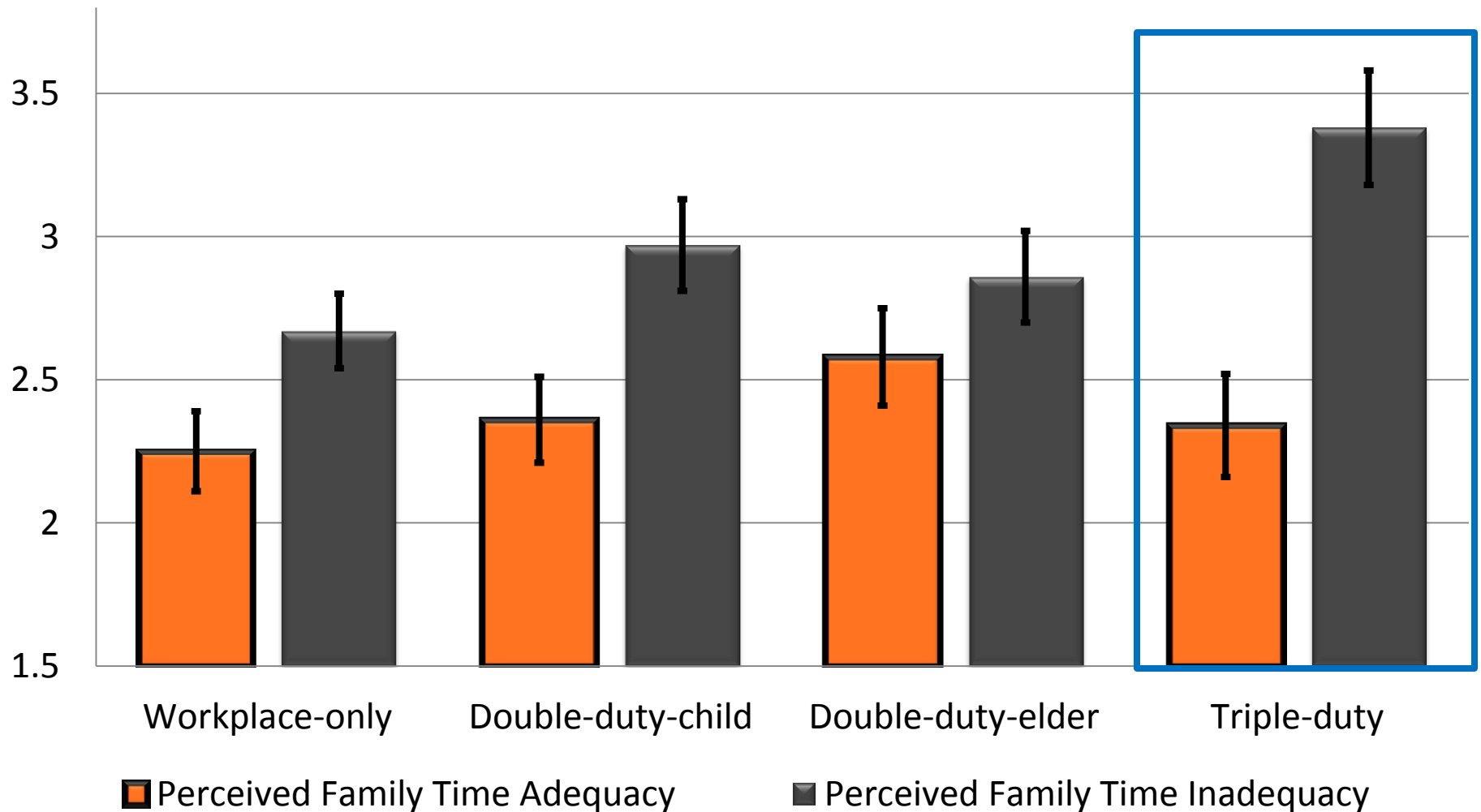
# Emotional Exhaustion



# Turnover Intentions



# Organizational Work-Family Climate Perceptions



# Perceived Family Time Adequacy as a Salient Resource

- Less emotional exhaustion and lower turnover intentions
  - Double-duty-child and triple-duty caregivers
- More supportive organizational work-family climate
  - Triple-duty caregivers
- Conservation of Resources (COR) theory
  - Valued psychological resource
  - Motivated to
    - Obtain
    - Retain
    - Protect

# Limitations and Future Research Directions

- Limitations
  - Cross-sectional analysis
  - Lack of generalizability due to non-random sampling
  - Family caregiving role occupancy approach
- Future research directions
  - Longitudinal inquiries
  - More representative, U.S.-based sample
  - Family caregiving intensity measures
  - Integration of family time allocation measures

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