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Paper Session Submission: **18717** | Sponsor(s): **(GDO)**

Scheduled: **Monday, Aug 12 2013 11:30AM - 1:00PM** at **WDW Dolphin Resort** in **Oceanic 7**

Work-Life Conflict and Flexible Work Practices **Work-Life Conflict**



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Chair: **Camilla Quental**; Audencia Nantes School of Management;

Search Terms: Work-Life Conflict , Flexible Work Practices

GDO: Gender, Gender Role and Crossover: How Partners in Dual-Career Couples React to Work-Family Conflict

Author: **Beth Ann Livingston**; Cornell U.;

Author: **Kristie Lynne McAlpine**; Cornell U.;

Author: **Chelsea Vanderpool**; Cornell U.;

Given that families have increasingly involved two wage earners (i.e., dual career couples), it is important for work-family research to account for the fact that the work-family interface often involves two closely-related individuals. In addition, there continues to be a need for work-family theory and research to involve gender-related variables to further our understanding of work-family issues and their consequences. This paper examines the influence of gender and gender role orientation on work-family conflict and job satisfaction for dual career couples. Data were collected via daily surveys from both partners in each relationship. Results indicate that the degree to which work-family conflict reduces job satisfaction depends on the individual's and his/her partner's gender role orientation. Implications for future research are also discussed.

Search Terms: work-family , gender role orientation , gender

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GDO: Ironic Effects of Flexible Work Practices on Parents' Career Success

Author: **Lisa M. Leslie**; U. of Minnesota;

Author: **Colleen Manchester**; U. of Minnesota;

Author: **Patricia Dahm**; U. of Minnesota, Twin Cities;

The increased prevalence of flexible work practices (FWPs) has been driven in part by an effort to enable career success for employees who have significant personal-life responsibilities, including women and parents. Drawing from social role theory and prior scholarship on attributions for why employees use FWPs, we theorize that FWP use may constrain, rather than enables, the career success of parents. Four studies reveal ironic effects of FWPs on parents' careers. In Studies 1a-c we use an experimental-causal-chain to demonstrate that evaluators are more likely to attribute FWP use to a desire for personal-life accommodation if the employee is a parent, than if the employee is a non-parent, and that personal-life FWP attributions have negative consequences for perceived employee commitment, which in turn reduces career-related reward recommendations. In Study 2, we provide a more direct comparison of FWP users and non-users and demonstrate that FWP use has a detrimental impact on perceived commitment and reward recommendations for parents, but not for non-parents. Consistent with our social role-based perspective, we find that the effects of FWP use differ for parents versus non-parents, but do not differ for women versus men or mothers versus fathers. Implications for theory and practice are discussed.

Search Terms: flexible work , parental status , work-family

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GDO: When "Balance" Means Working All The Time: Life Values, Role Negotiation, and Work-Life Balance

Author: **Brenda A. Lautsch**; Simon Fraser U.; 

Author: **Kirsten M. Robertson**; Simon Fraser U.; 

Author: **David R Hannah**; Simon Fraser U.; 

In recent years, two perspectives on work-life balance have emerged in the literature: the first adopts an individual subjective definition of work-life balance, focusing on peoples' satisfaction with balance, and the second adopts a system-level definition that emphasizes the accomplishment of negotiated role agreements. In this research, we use qualitative data gathered from 45 interviews with lawyers to integrate and elaborate on these perspectives. Our findings deepen our understanding of how individuals' life values shape their experiences of work-life balance. Further, we explain why negotiation may not occur to the extent suggested in the system-level view as a result of professional socialization. Yet, balance is not a purely individual function because the decisions that some lawyers make to facilitate their own balance can constrain their colleagues' ability to do the same. We build these insights into an integrated model of work-life balance, through which we develop theoretical and practical contributions.

Search Terms: work-life balance , work-family , individual life values

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GDO: "And you think you have it all mapped out": Women Rhodes Scholars' Work-Life Identity Narratives

Author: **Kathryn Lee Blackmon**; Oxford U.; 

Author: **Susan Rudy**; The Rhodes Project; 

The phrase "work/life balance" has become ubiquitous in the academic and practitioner literatures. Many authors have noted that women's entry into the workforce, rather than increasing the extent to which responsibilities for home and work are shared between men and women, has meant that women end up working two jobs. Based on interviews with forty women Rhodes Scholars, this paper investigates elite women's work-life identity narratives and identifies two distinct discourses: work/life rationing and work/life improvising. Work-life rationers seek to minimize the conflict between work and life identities through "negotiating" and "mapping" to segment work and life identities and minimize tradeoffs between them to reach a static equilibrium. Improvisers, on the other hand, "juggle" and "blend" to integrate work and family identities and strive to achieve some temporary dynamic equilibrium. Work-life identity narratives invoke role models, family configurations, divisions of labour, identity work, and personal and professional identities. The paper concludes with a critical analysis of contemporary work-life discourse and suggests that improvements to professional women's lives require a more radical transformation of organisations and society than existing "gender-blind" work-life balance initiatives enable.

Search Terms: Work-Life Balance , Identity Work , Elite Women

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