

Work-Family Boundary Management



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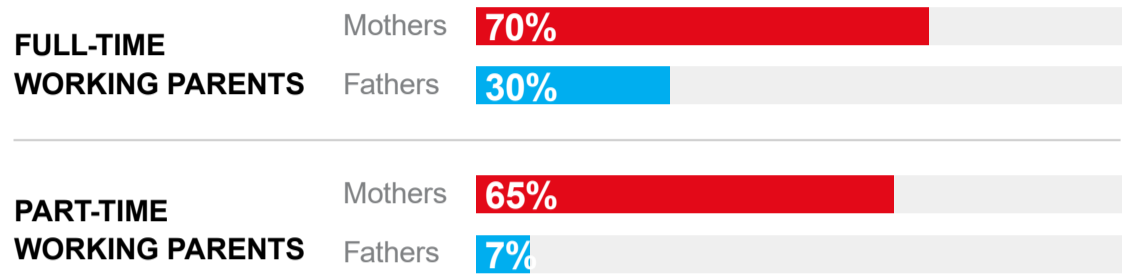
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Household trends in Australia & New Zealand

- 1 Rise in single and solo parent dwellings
- 2 Increased dual-career partnerships
- 3 Impact of technology leading to "technostress"
- 4 Common recognition of work-life balance & well-being issues

Work-life balance policy usage in Australia



Average weekly salaries

♂ **\$1,193** MALE

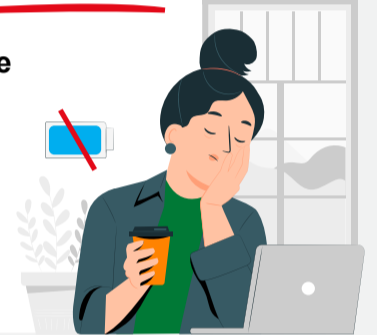
♀ **\$955** FEMALE

Women work 15+ hours more per week on family demands compared to men

PER YEAR: EXTRA MONTH OF WORK

On average, women have less leisure relaxation time than men

Family demands reduce work time for women, but not for men



What is work-life balance?

HAVING MULTIPLE ROLES

POSITIVE VS. NEGATIVE
(facilitation/enhancement vs. conflict)

BI-DIRECTIONAL
(E.g. work-to-family and family-to-work)



PERSPECTIVES

Segmentation
(distinct work and life domains)

Spillover
(permeable boundaries, work affects life and vice versa)

Compensation
(Deficits in one domain, compensated for in the other)

Conflict
(Success in one domain produces sacrifices in the other)

Emerging work-life balance issues

CHILDREN PLUS OTHER DEPENDENTS
"Sandwich generation"

MULTIPLE NON-WORK DEMANDS
Sporting, volunteering, studying, religious

How to improve your work-life balance?

Perfection is totally over-rated!



- ✓ Identify 3 realistic changes you could try
- ✓ Where could you access more support?
- ✓ Don't lose yourself – where's your me-time?