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Time Spent at the Workplace and its Effects on Relationships: A Qualitative Analysis of Relational Dynamics

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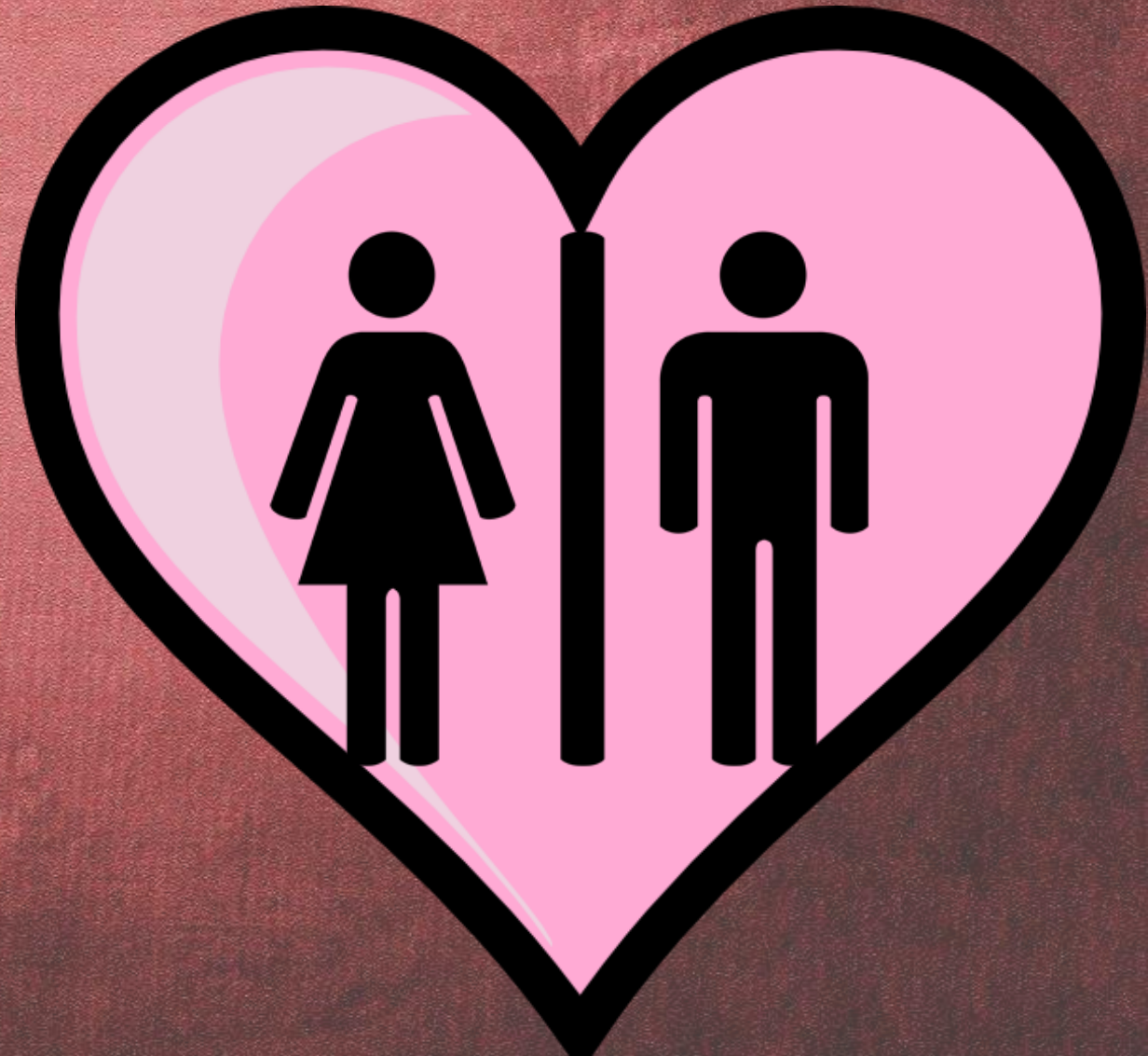
Time Spent at the Workplace and its Effects on Relationships

A Qualitative Analysis of Relational Dynamics

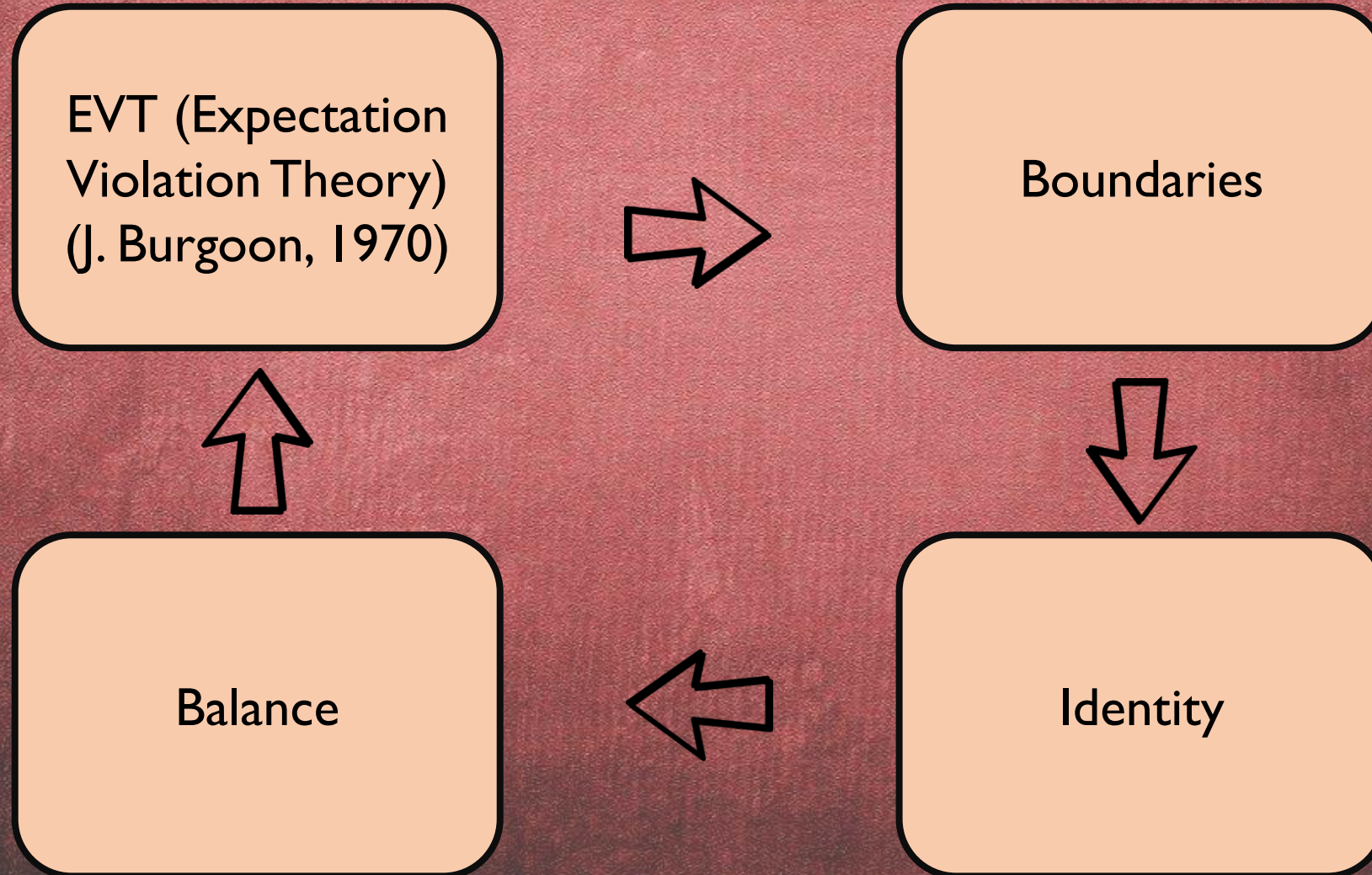
By: Tara Gire (Undergraduate)

Introduction

- Relationships Require Work
- Time Spent at Work vs. Time Spent at Home
- Mental Health Research Agenda
- This study is unique because it interviews not only individuals in a relationship but couples that are in a relationship with one another.



Review of Literature



Research Question

RQ 1: Do couples that spend less time at work and more time together have more successful, healthy, well-functioning relationships?

RQ 2: Do couples that spend more time at work and less time together have more successful, healthy, well-functioning relationships?



Methodologies

IRB Certification

Researcher obtained appropriate IRB Certification prior to beginning project.

IRB Board Approval for Human Subjects

Researcher obtained appropriate IRB approval from Pittsburg State University Graduate and Continuing Studies.

Subjects Selected

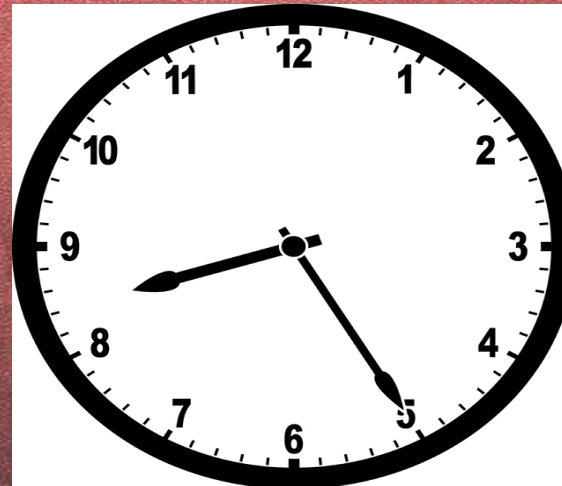
Subjects were selected based on categorical relevance and the sample was random. Subjects were heterosexual couples married or dating.

Interviews Conducted

Interviews were conducted at the subject's home or workplace, recorded and later transcribed. Average interview time was eight minutes.

Demographics Utilized

- Age
- Relationship Status (Married/Dating)
- Education Level
- Level of Income
- Time Spent at Workplace (Hourly)



Analysis

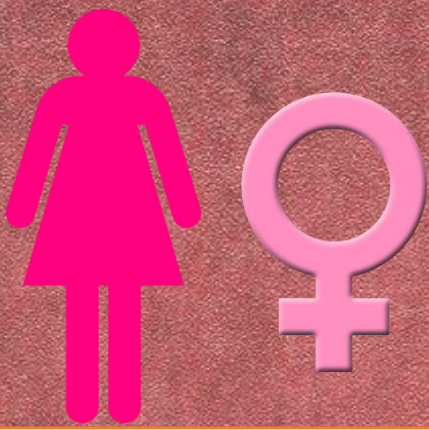
- RQ1 was formulated to discover if couples that spent less time working and more time together had more successful relationships overall the results are indicated below.
- RQ2 was formulated to discover if couples that spent more time working and less time together had more successful relationships overall, the results are indicated below.

Females

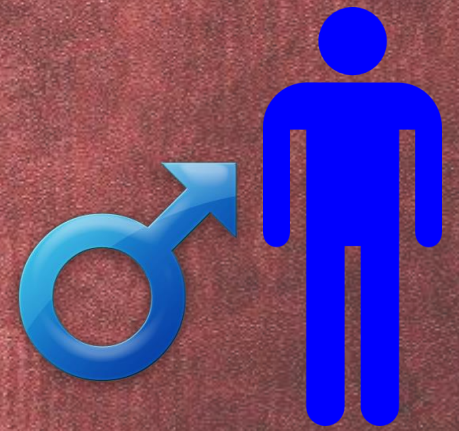
- Females were more likely to report spouses/partners work too much in the past and not supportive
- Females were more likely to report more flexibility with their work schedules and that they cherished their time with their spouse.

Males

- Felt connected to work as an important source of their individual identity
- Reported that their female partners were more concerned with their time management than they were.



Dyad One



Themes for Analysis

WL Balance

“My husband likes me to be a stay at home person because I have time off when he does”

Source of Conflict

“Our main source of conflict is lending money to family members”

Roles & Responsibilities

“Although we share duties I take care of the animals and most chores.”

Themes for Analysis

WL Balance

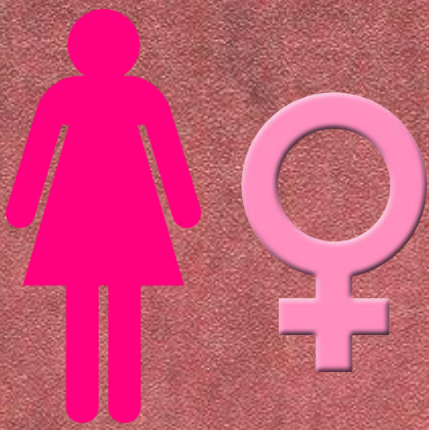
“When I am at work I am at work when I am home I am home. However, a bad day at work can be a bad day at home.”

Source of Conflict

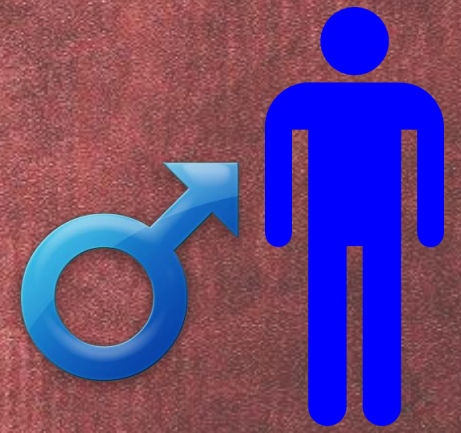
“Money is really the only thing we disagree about.”

Roles & Responsibilities

“I do whatever needs to be done around the house, mostly outdoor work.”



Dyad Two



Themes for Analysis	
WL Balance	"I own my own business so my schedule is more flexible and I feel I balance it very well."
Source of Conflict	"Time spent at the workplace between the two of us but it is more of a frustration."
Roles & Responsibilities	"We share responsibilities around the house. I primarily take care of the animals."

Themes for Analysis	
WL Balance	"I spend a lot of extra time working and I know sometimes she gets exasperated."
Source of Conflict	"The amount of time we each spend working but we communicate time management well."
Roles & Responsibilities	"Varies depending on who is home the most but I cook, do laundry, dishes, we share duties."

Limitations

- Limitations beyond the small sample size it does not take into account individuals that have children or amount of children each couple has.

Areas of Future Research

- Within the next eight years 75% of the workforce will be millennials. (Forbes)
- Millennials believe in integrating work life with home life.
- Balance and Boundaries will decline.
- The interview subjects described this is an important area to maintain a successful relationship.
- Research needs to be completed to predict the success of relationships among the future workforce.



Conclusions from Research



Workplace Balance
is Essential

Boundaries
Between Work and
Home

Individual Identity
is Healthy

Working Individuals
Value Time Spent
Outside Work



References

- Turner L.H. & West R. (2018). *Expectation Violations Theory: The Relationship and its Development in Communication Theory*. McGraw Hill Publishing Co. Retrieved on March 18, 2018 from http://highered.mheducation.com/sites/0767430344/student_view0/chapter8/index.html.
- Hall E. D. PhD. (Mar. 03, 2018). *Why Work Stress is Bad for Your Relationship*. Retrieved on March 17, 2018, from <https://www.psychologytoday.com/us/blog/conscious-communication/201803/why-work-stress-is-bad-your-relationships>.