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

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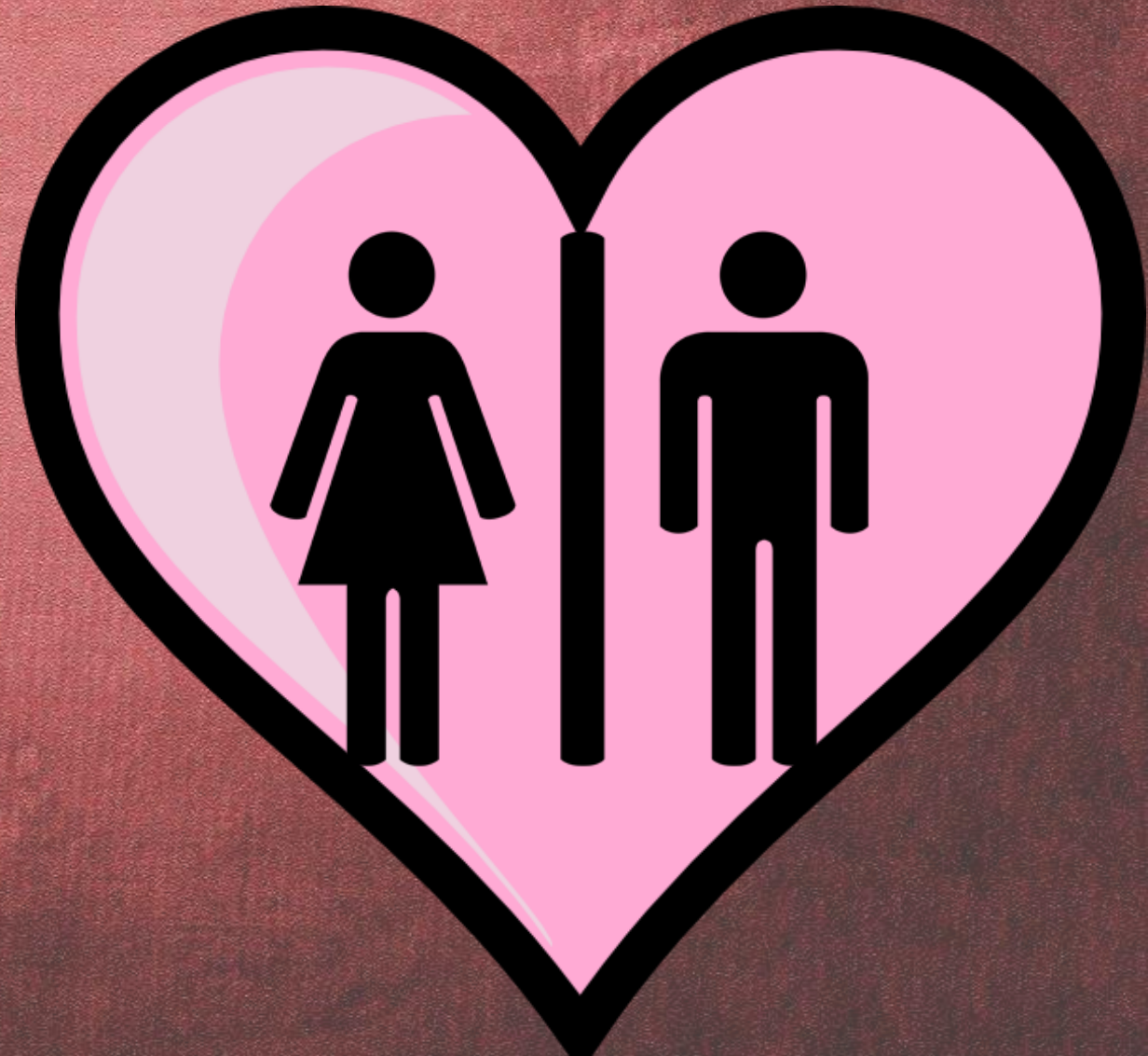
# **Time Spent at the Workplace and its Effects on Relationships**

**A Qualitative Analysis of Relational Dynamics**

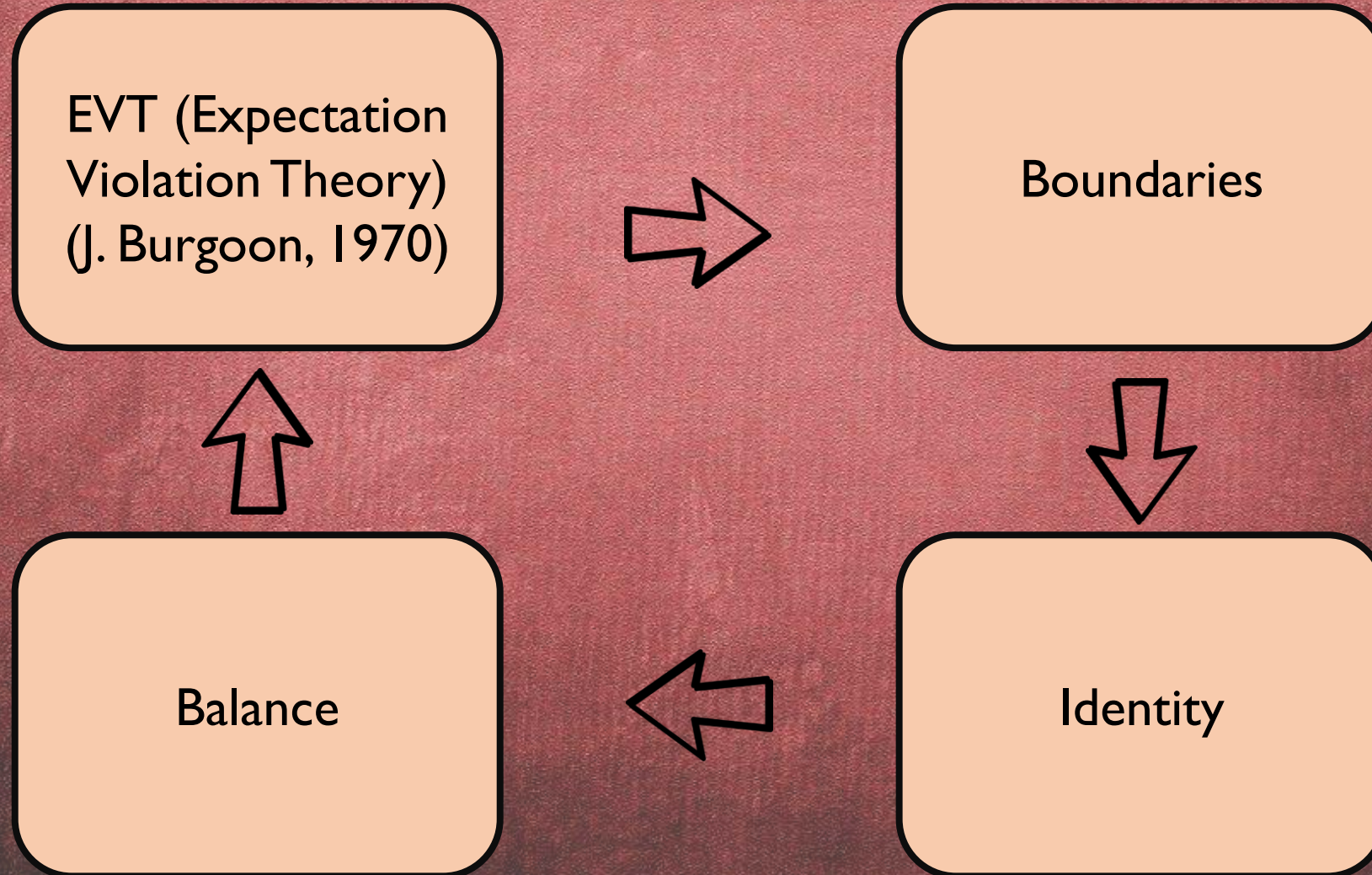
**By: Tara Gire (Undergraduate)**

# 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

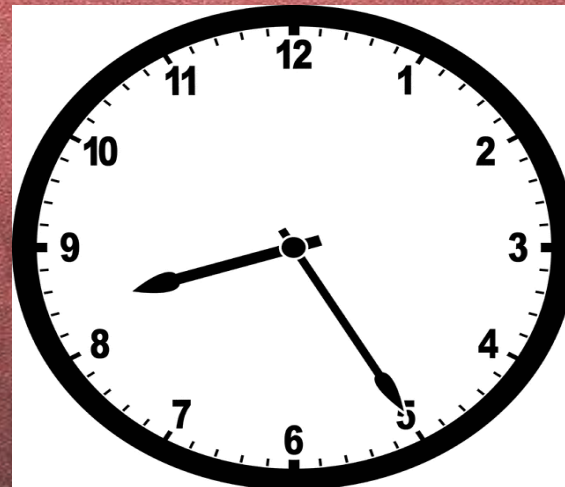
Subjects were selected based on categorical relevance and the sample was random. Subjects were heterosexual couples married or dating.

## 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.

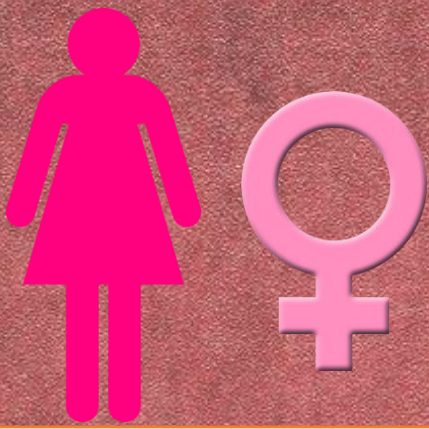
## Females

- 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.

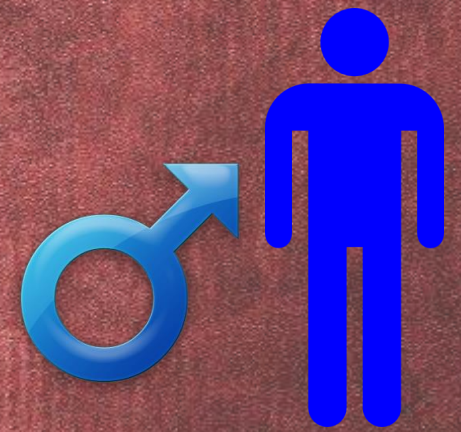
## Males

- 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.



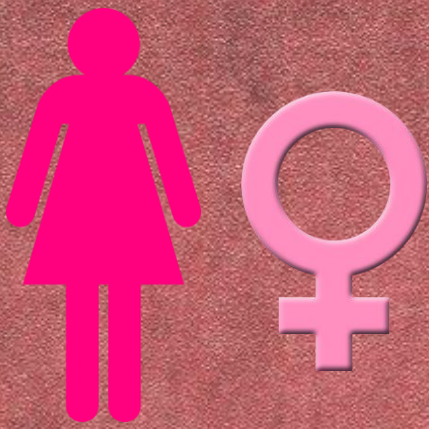


# Dyad One

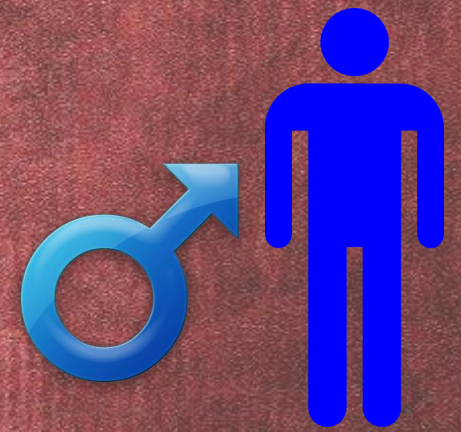


Themes for Analysis	
WL Balance	"My husband likes me to be a stay at home person because I have time off when he does"
Source of Conflict	"Our main source of conflict is lending money to family members"
Roles & Responsibilities	"Although we share duties I take care of the animals and most chores."

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](http://highered.mheducation.com/sites/0767430344/student_view0/chapter8/index.html).
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