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# Extended working hours and work-life conflict

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## Background & research question

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- long working hours have been shown to lead to impairments to health and social well-being
- more complex relations between work schedule, time for social/leisure activities, work-life balance, and health have not been analyzed sufficiently yet
- Can such relations be cross validated by structurally similar results from different samples ?

# Method – samples for secondary analyses

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- **Cross-validation** using 2 samples of employed individuals, representative of the European workforce:

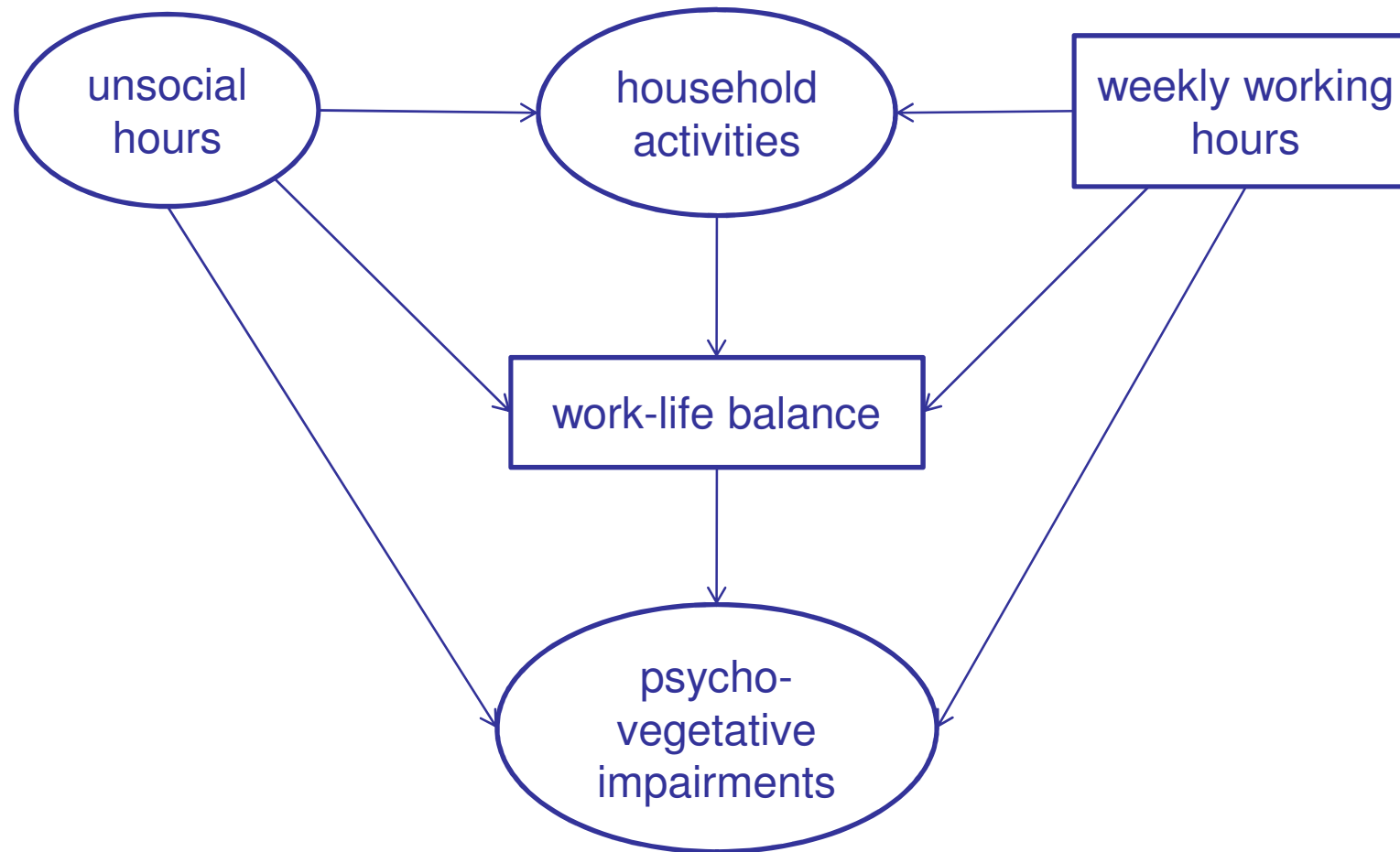
Survey	Origin	Size	Notation
3rd European Working Conditions Survey	EU 15 2000	n = 16,793	EU 2000
4th European Working Conditions Survey	EU 15 2005	n = 11,041	EU 2005

## Method - operationalizations

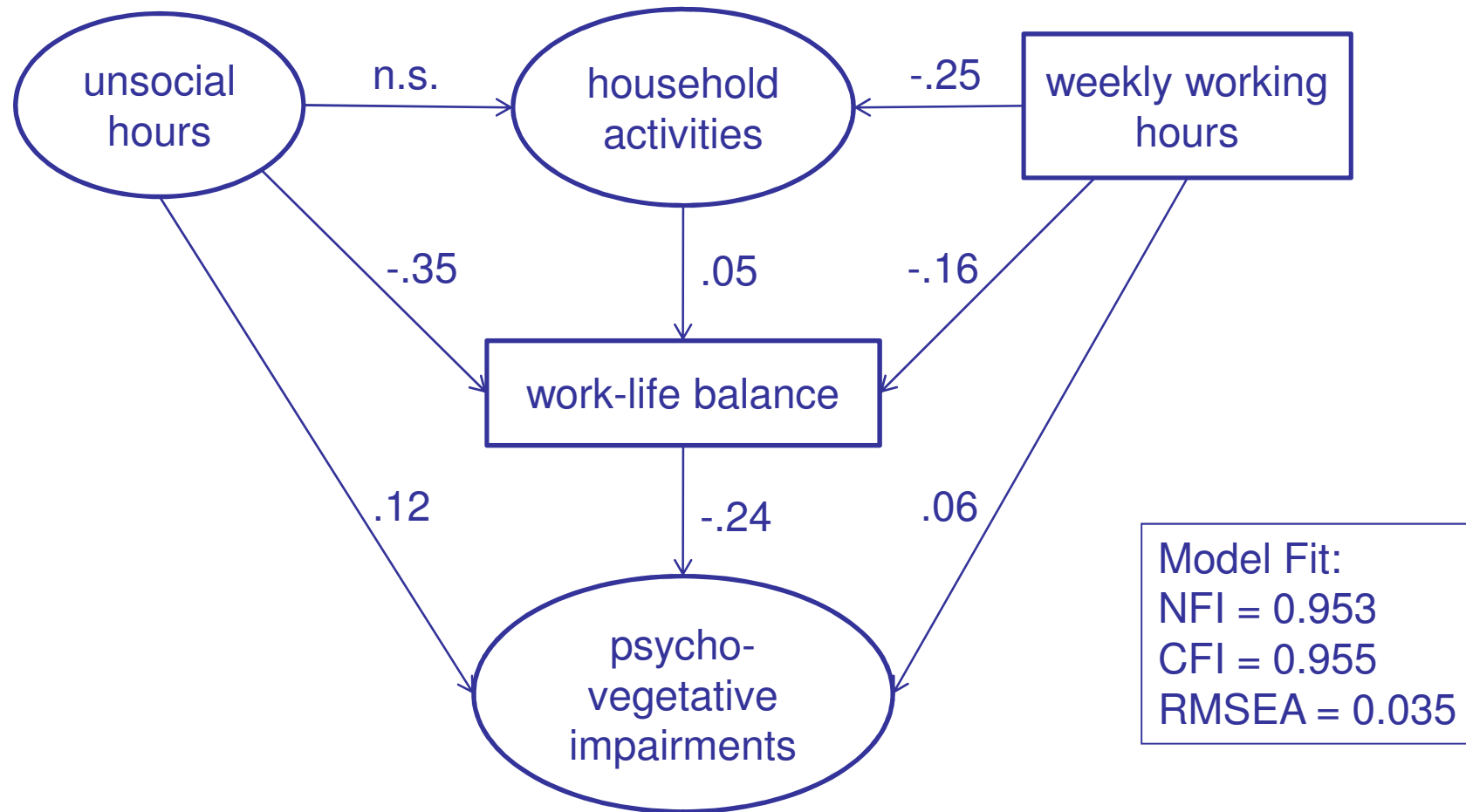
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- independent variables
  - usual number of weekly working hours
  - frequency of unusual/unsocial working hours
    - working in shifts,
    - working on saturdays, sundays, nights
  
- dependent variable
  - psycho-vegetative health complaints
    - e.g., sleep problems, stomach ache, irritability, anxiety
  
- dependent variables & indirect effects
  - amount of time spent with household activities
    - housework, cooking, caring for children
  - subjective work-life balance

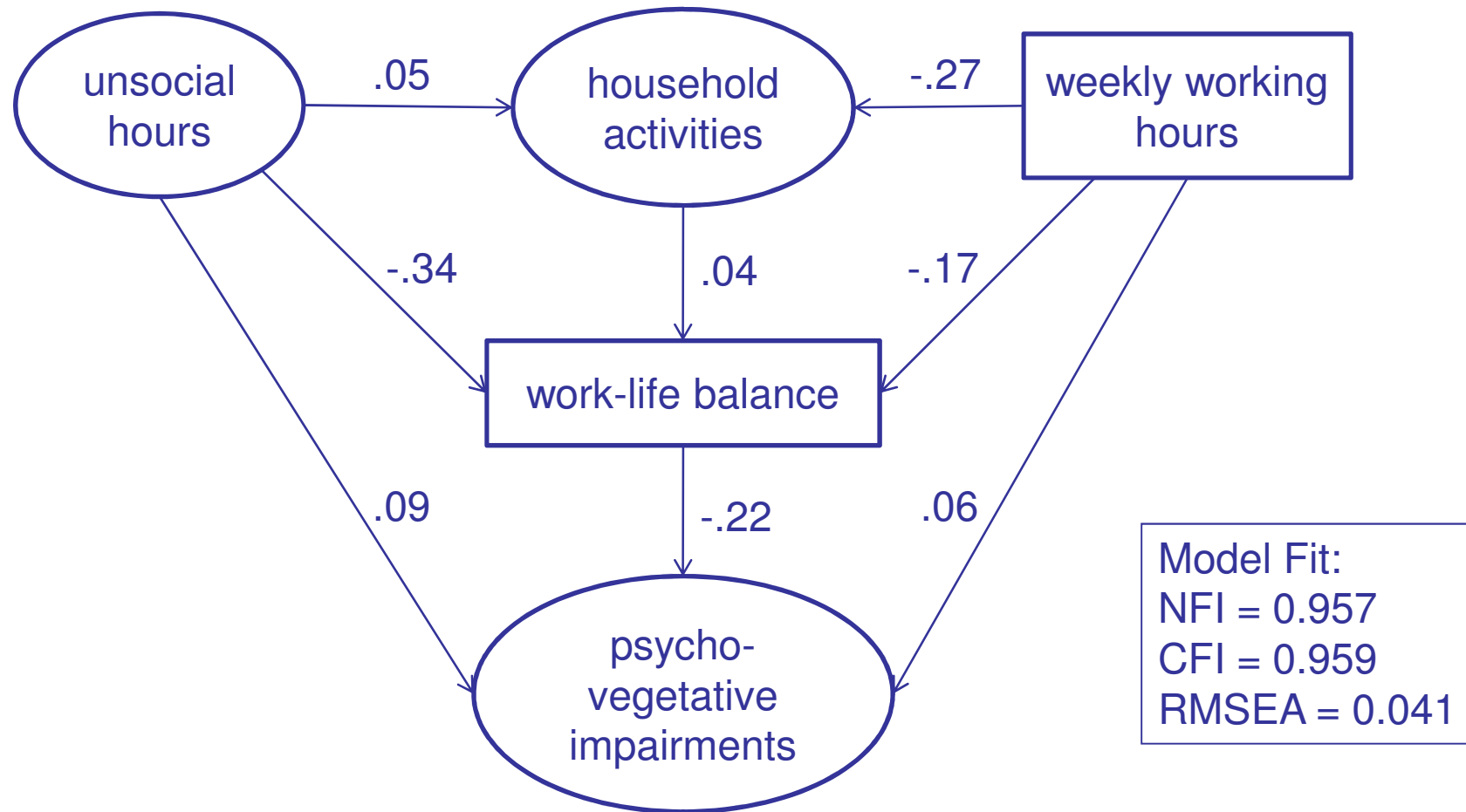
# Structural relations between working hours, household activities, and health



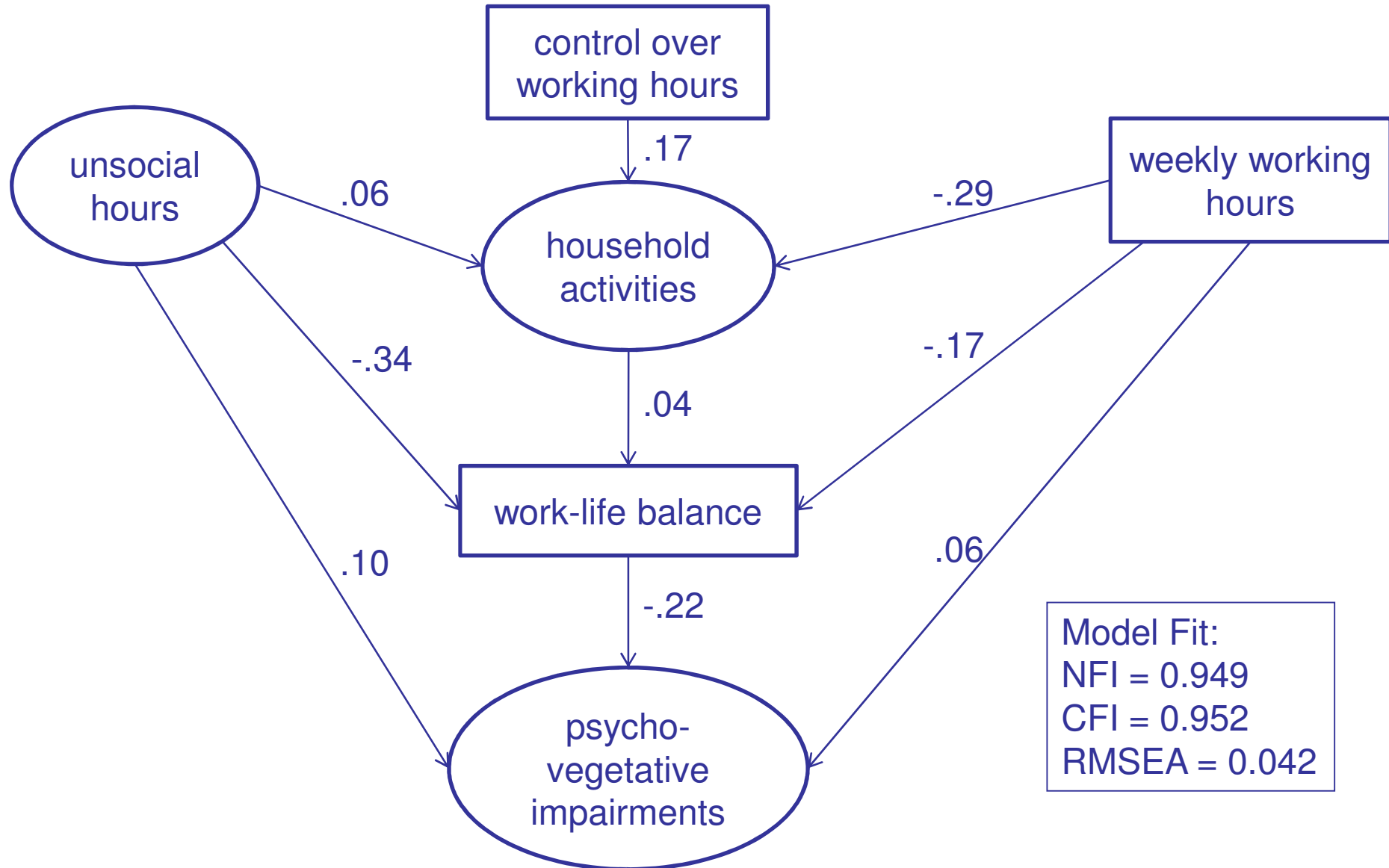
# Structural model in EU 2000 (EU 15)



# Structural model in EU 2005 (EU 15)



# Structural model + control in EU 2005 (EU 15)





## Conclusions & Discussion

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- long and unusual/unsocial hours can negatively influence employees' health and social well-being both *directly* and *indirectly*
- consistent structural relations in 2 large, independent samples
  - high internal and external validity and thus increased possibility of generalising the results
- other moderating effects, e.g. work load, should be included in further analyses
- improvement of measurement, e.g. time budget studies, non-reactive indicators

***Thank you for your attention !***

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