Work-Family Conflict, Job Satisfaction & Psychological Well-Being in African American Nurses Attending College

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Background & Significance

Balancing work and family roles is difficult for men and women; however, even in modern society, women still bear more of the family responsibilities when compared to their male counterparts. Moreover, women are overly represented in high service-oriented work fields such as nursing, adding to work-family conflict. While nursing is rewarding, many women in this field become burned out and dissatisfied with their jobs leading to turnover or abandonment of the profession. Since the psychological well-being of nurses has important implications on retention, it is paramount that we investigate the relationship between work-family conflict, job satisfaction, and psychological well-being in this cohort (Gipson-Jones, 2005, 2017)

Purpose

To determine if either positive or negative work-to-family spillover was significantly predictive of psychological well-being after controlling for the level of job satisfaction reported by African American nurses.

Research Question & Hypothesis

The researcher proposed the following research question: Given the level of job satisfaction and positive and negative work-to-family spillover, which variable best predicts psychological well-being in African American nurses attending college? It was hypothesized that negative work-to-family spillover would be the best predictor of psychological well-being.

Theory/Conceptual Framework

The Roy Adaptation Model (RAM) was used as the conceptual framework for this study. Per RAM, the nurses were viewed as adaptive beings reacting to work-family conflict stressors with psychological well-being, indicating effective coping or adaptation (Hanna & Roy, 2001).

Methods

Setting & Sample

Setting & Sample: The setting for the current study was four colleges or universities in the southeastern United States. Inclusion criteria consisted of nurses ($N = 51$) who were: 1) a license practical nurses (LPNs) or registered nurse (RNs), 2) a student enrolled in a Bachelor of Science or RN to BS program, master's or doctoral program, 3) a mother and/or spouse/significant other, 4) currently employed, and 5) identified as African American (Gipson-Jones, 2005, 2009).

Data Collection Procedures

Design: This study employed a quantitative, descriptive, cross-sectional research design. Participants were selected via purposive sampling.

Procedure: Flyers were placed at each school which described the study and criteria for participation. After obtaining written informed consent, participants were informed the data collection would take approximately 45 minutes to 1 hour to complete, and the surveys were administered. Incentives were provided.

Instrumentation: The following items were used to collect the data: 1) 11-question demographic datasheet, 2) 36-item Job Satisfaction Survey (Spector, 1997), 3) Work-Family Conflict Scale (Grzywacz & Marks, 2000), and 4) 14-item Psychological Well-Being Scale (Ryff, 1989).

Data Analysis

- **Descriptive statistics (frequencies and percentages) were used to characterize the sample.**
- **A hierarchical multiple regression on overall psychological well-being using a total score on the Psychological Well-Being scale was used to test the hypothesis. The total level of job satisfaction was forced into the regression equation at the first step. Then two variables representing positive and negative work-to-family spillover as measured by the Positive and Negative Work to Family Spillover scales were considered for entry in a stepwise fashion using an alpha of .05 as the criterion. This methodology was designed to determine if either positive or negative work-to-family spillover was significantly predictive of psychological well-being after controlling for the level of job satisfaction reported by the nurses (Gipson-Jones, 2021).**

Results

Using a hierarchical multiple regression on overall psychological well-being using a total score on the Psychological Well-Being scale, the researcher found Negative work-to-family spillover was significantly predictive of overall psychological well-being after controlling for job satisfaction (R^2 change =0.21; F for change (1,48) = 12.86; p = .001; β = 0.09, p = 0.507).

Positive work-to-family spillover was unable to add significantly to the prediction (β = 0.09; p = 0.549) (Schafer, 1991). These results support rejection of the null hypothesis and acceptance of the alternative: of the three predictors considered, negative work to family spillover was the best predictor of overall psychological well-being (Gipson-Jones, 2021)

Conclusion

Negative work-to-family seems to significantly impact the psychological well-being of this cohort. The current study's findings are similar to Cottingham et al., (2020) research conclusions. Zurlo and associates (2020) found that work-family conflict significantly associated with psychophysical health conditions. Gipson-Jones' study (2021) suggests there is a need to tailor workplace and school environments to reduce negative work-family conflict and promote psychological well-being in nurses. The variables of institutional racism and perceived discrimination should also be examined to determine their impact on work-family conflict, job satisfaction, and the psychological well-being of African American nurses.

References

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Trina L. Gipson-Jones, PhD, RN has no known conflict of interest to disclose.
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Abstract

This secondary data analysis was a re-examination of a quantitative, descriptive, cross-sectional study of consenting African American nurses (N = 51) attending college. The inclusion criteria for the study were nurses who were:

1. Licensed practical nurses (LPNs) or registered nurses (RNs).
2. A currently enrolled student.
3. A mother and spouse/significant other.
4. Currently employed.
5. Identified an as an African American.

The study took place at four colleges or universities in the southeastern United States. This study's primary goal is to determine whether positive or negative work-to-family spillover was significantly predictive of psychological well-being after controlling for the level of job satisfaction reported by the nurses. The researcher hypothesized negative work to family spillover would be the best predictor of psychological well-being. Using a hierarchical multiple regression on overall psychological well-being using a total score on the Ryff (1989) 14-item Psychological Well-Being scale, the researcher found negative work-to-family spillover was significantly predictive of general psychological well-being after controlling for job satisfaction (R^2 change = 0.21; F for change (1,48) = 12.86; p = .001; β = 0.09, p = 0.507) in these nurses. These findings indicate that negative work-to-family spillover significantly impacts African American nurses' psychological well-being. Qualitative studies of the work-to-family interface support this study's conclusions (Gipson-Jones, 2005, 2009, 2017). Current findings (Gipson-Jones, 2020) are similar to the results of Zurlo and associates (2020) and Cottingham et al. (2020). The implications of this study suggest researchers must tailor the workplace and school environments to reduce negative work-to-family spillover and promote psychological well-being in minority nurses who are balance work, school, and family.

Key words: African American, nurses, work-family conflict, psychological well-being

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