

Changes to the Work-Family Interface during the COVID-19 Pandemic: Examining Predictors
and Implications using Latent Transition Analysis

Supplemental Material

Table S1.

Weighted LTA Results for Conditional Transition Probabilities Across Lower and Higher Levels of Predictors (Study 2)

Transition Pattern	Segmentation Preferences		Problem Coping		Emotion Coping		Technology Overload		Technology Invasion		Technology Incompatibility		FSSB		Leader Compassion	
	Lower	Higher	Lower	Higher	Lower	Higher	Lower	Higher	Lower	Higher	Lower	Higher	Lower	Higher	Lower	Higher
Active (No Transition)	.74***	.82***	.84***	.89***	.52*	.78***	.49*	.82***	.60**	.75***	.83***	.68***	.70***	.81***	--	--
Active -> Passive	.15	.15	.12**	.10**	.43*	.11*	.27	.11	.28	.15	.02	.26*	.28**	.05	--	--
Active -> Beneficial	.11*	.03	.04	.01	.06	.11*	.24	.07	.12	.10	.15	.07	.03	.15	--	--
Passive (No Transition)	.81***	.87***	.75***	.71***	.92***	.78***	.84***	.80***	.83***	.84***	.79***	.90***	.88***	.71***	--	--
Passive -> Active	.08	.10	.03	.15	.04	.14*	.06	.14	.06	.13	.08	.10	.11*	.09	--	--
Passive -> Beneficial	.11	.03	.22	.13	.03	.08	.10	.05	.11	.04	.14	.00	.01	.20	--	--
Beneficial (No Transition)	.87***	.86***	.92***	.67***	.96***	.68***	.98***	.71***	.95***	.75***	.92***	.81***	.85***	.92***	--	--
Beneficial -> Active	.12**	.10**	.01	.17	.03	.28***	.01	.27***	.03	.24***	.08*	.15**	.15**	.08**	--	--
Beneficial -> Passive	.01	.04	.07	.17	.01	.05	.02	.02	.03	.01	.00	.04	.00	.00	--	--

Note. Inverse probability weights (IPW; Seaman & White, 2013; Thoemmes & Ong, 2016; Wooldridge, 2007) was used as weights. Specifically, we estimated the inverse of the probability that a respondent participated in Wave 2 based on their reported level of bidirectional conflict and enrichment at Wave 1 (for a similar approach, see Lang & Kell, 2019). We used R package ipw (van der Wal & Geskus, 2011) to calculate IPW in a point treatment.

Significantly different probabilities across higher (+1 *SD*) and lower (-1 *SD*) levels of a predictor are denoted in bold. FSSB = family supportive supervisor behaviors; The weighted model for leader compassion did not converge.

*** $p < .001$, ** $p < .01$, * $p < .05$.

Table S2.

Conditional Transition Probabilities for Additional Variables.

Transition Pattern	Gender		Parent		Children at Home		Changed to Working from Home	
	Female	Male	No	Yes	No	Yes	No	Yes
Active (No Transition)	.56 ^{***}	.90 ^{***}	.64 ^{***}	.80 ^{***}	.69 ^{***}	.84 ^{***}	.79 ^{***}	.72 ^{***}
Active -> Passive	.35 [*]	.03	.33 [*]	.08	.23 [*]	.06	.17	.16
Active -> Beneficial	.10	.07	.03	.12	.07	.10	.04	.12
Passive -> Active	.10	.11	.15	.07	.09	.22	.05	.14 [*]
Passive (No Transition)	.81 ^{***}	.82 ^{***}	.81 ^{***}	.81 ^{***}	.85 ^{***}	.56 [*]	.87 ^{***}	.79 ^{***}
Passive -> Beneficial	.09	.07	.05	.12	.06	.22	.08	.08
Beneficial (No Transition)	.87 ^{***}	.86 ^{***}	.91 ^{***}	.64 ^{***}	.96 ^{***}	.68 ^{***}	.97 ^{***}	.70 ^{***}
Beneficial -> Active	.12 ^{**}	.09 [*]	.07	.12 ^{***}	.08 ^{**}	.15 [*]	.14 ^{**}	.08 [*]
Beneficial -> Passive	.03	.02	.09	.00	.03	.00	.02	.02

Note. *** $p < .001$, ** $p < .01$, * $p < .05$.

None of the conditional transition probabilities were significantly different across groups

Table S3.

Items Used to Measure Study Variables

Variables	Items
Study 1 & 2	
<i>Conflict & Enrichment</i>	
Work-to-Family Conflict	The demands of my work interfere with my family life. The amount of time my job takes up makes it difficult to fulfill family responsibilities. Things I want to do at home do not get done because of the demands my job puts on me. My job produces strain that makes it difficult to fulfill my plans for family activities. Due to work-related duties, I have to make changes to my plans for family activities.
Family-to-Work Conflict	The demands of my family or spouse/partner interfere with work I have to put off doing things at work because of demands on my time at home. Things I want to do at work don't get done because of the demands of my family or spouse/partner. My home life interferes with my responsibilities at work such as getting to work on time, accomplishing daily tasks, and working overtime. Family-related strain interferes with my ability to perform job-related duties.
Work-to-Family Enrichment	My involvement in my work helps me understand different viewpoints and this helps me be a better family member. My involvement in my work makes me feel happy and this helps me be a better family member. My involvement in my work helps me feel personally fulfilled and this helps me be a better family member.
Family-to-Work Enrichment	My involvement in my family helps me acquire skills and this helps me be a better worker. My involvement in my family puts me in a good mood and this helps me be a better worker. My involvement in my family encourages me to use my work time in a focused manner and this helps me be a better worker.
Study 2	
<i>Personal Characteristics</i>	
Segmentation Preference	I don't like to think about work when I'm at home I prefer to keep work issues at work I don't like work issues creeping into my home life
Problem-Focused Coping ^a	I like to be able to leave work behind when I go home I try to schedule my time better I think about how I have solved similar problems I analyze the problem before reacting I come up with several different solutions to the problem

Emotion-Focused Coping ^a	<p>I am preoccupied with aches and pains</p> <p>I tell myself that it is not really happening to me</p> <p>I blame myself for not knowing what to do</p> <p>I worry about what I am going to do</p>
<i>Demands</i>	
Technology Overload	<p>I am forced by the technology we are using to work much faster</p> <p>I am forced by the technology we are using to do more work than I can handle</p> <p>I am forced by the technology we are using to work with very tight time schedules</p> <p>I am forced to change my work habits to adapt to this technology</p> <p>I have a higher workload because of the complexity of this technology</p>
Technology Invasion	<p>I have less leisure time due to this technology</p> <p>I have to be in touch with work after hours due to this technology</p>
Technology Incompatibility	<p>My personal life is being invaded by this technology</p> <p>Using the available technology is compatible with my work (R)</p> <p>Using the available technology is compatible with my current situation (R)</p> <p>Using the available technology fits well with the way I like to work (R)</p> <p>Using the available technology fits my work style (R)</p>
<i>Resources</i>	
Family-Supportive Supervisory Behaviors	<p>My supervisor makes me feel comfortable talking to him/her about my conflicts between work and nonwork</p> <p>My supervisor demonstrates effective behaviors in how to juggle work and nonwork issues</p> <p>My supervisor works effectively with employees to creatively solve conflicts between work and nonwork</p> <p>My supervisor organizes the work in my department or unit to jointly benefit employees and the company</p>
Leader Compassion	<p>During the COVID19 pandemic my supervisor takes care of people who are vulnerable</p> <p>My supervisor notices the people who need help during the COVID19 pandemic</p> <p>My supervisor is compassionate in handling the COVID19 pandemic</p>
<i>Employee Outcomes</i>	
Job Satisfaction	<p>All in all, I am satisfied with my job.</p> <p>In general, I like working at my job.</p> <p>Generally speaking, I am very satisfied with my job</p>
Org. Commitment	<p>I feel a strong sense of "belonging" to my organization.</p> <p>I feel "emotionally attached" to my current organization.</p> <p>I feel like "part of the family" at my organization.</p> <p>I really feel as if my current organization's problems are my own.</p>

Turnover Intentions	<p>My current organization has a great deal of personal meaning for me.</p> <p>I frequently think of quitting my job with this organization.</p> <p>I intend to search for a position with another employer in the next year.</p> <p>All things considered, I would like to find a comparable job in a different organization.</p> <p>I will probably look for a new job in the near future.</p>
Org. Citizenship Behaviors	<p>Show genuine concern toward coworkers, even in trying situations.</p> <p>Willingly give of your time to help others who have work or nonwork problems.</p> <p>Assist others with their duties.</p> <p>Keep up with developments in the organization.</p> <p>Show pride when representing the organization in public.</p> <p>Offer ideas to improve the functioning of the organization.</p>
Job Performance	<p>I adequately complete assigned job duties.</p> <p>I perform well in the job tasks that are expected of me.</p> <p>I meet the performance requirements of my job.</p> <p>I fulfill my job responsibilities.</p>

Note. For all measures (except noted), response anchors were: 1 = Strongly disagree to 5 = Strongly agree.

^a Response anchors for problem-focused and emotion-focused coping were 1 = Never to 5 = Very often

References

- Lang, J. W. B., & Kell, H. J. (2019). General mental ability and specific abilities: Their relative importance for extrinsic career success. *Journal of Applied Psychology*.
- Seaman, S. R., & White, I. R. (2013). Review of inverse probability weighting for dealing with missing data. *Statistical Methods in Medical Research*, 22, 278–295.
- Thoemmes, F., & Ong, A. D. (2016). A primer on inverse probability of treatment weighting and marginal structural models. *Emerging Adulthood*, 4, 40–59.
- van der Wal, W. M., & Geskus, R. B. (2011). ipw: an R package for inverse probability weighting. *Journal of Statistical Software*, 43(13), 1-23.
- Wooldridge, J. M. (2007). Inverse probability weighted estimation for general missing data problems. *Journal of Econometrics*, 141, 1281–1301.