



Work and Family Wellbeing

Derek Riley

Research Focus

Work and family wellbeing:
Mediating role of **resilience**.

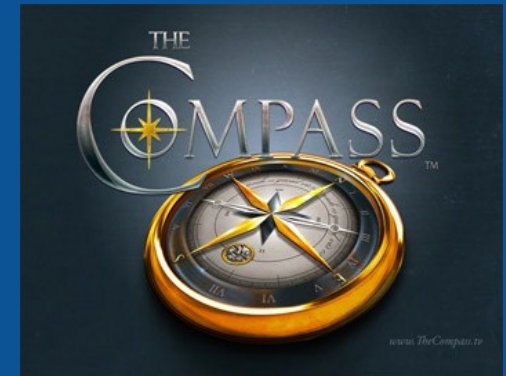
Longitudinal:

- 10-12 month time - lag

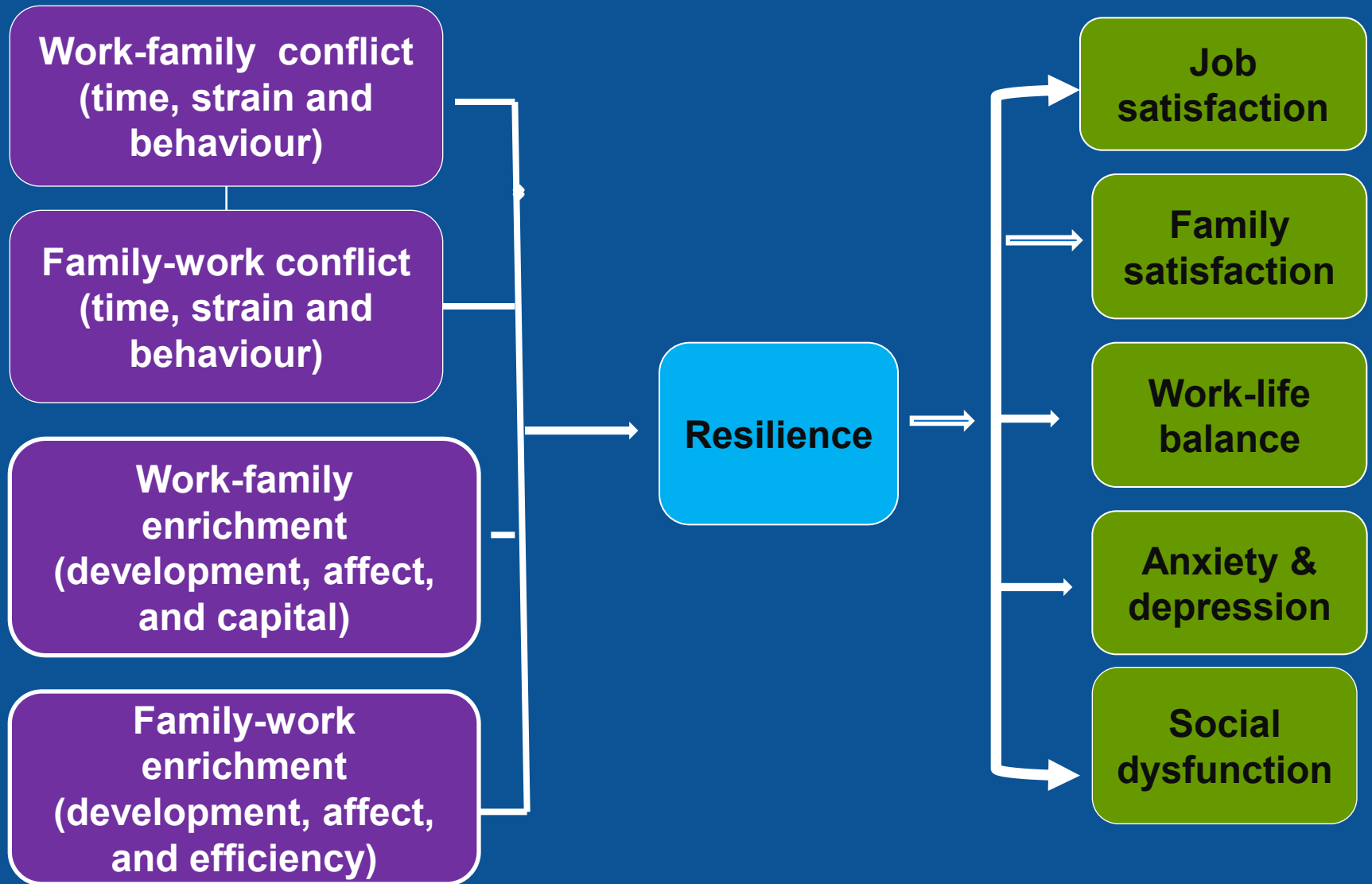
Concepts and definitions

Resilience:

- Ability to bounce back after a traumatic event.
- Multifaceted concept, state, process, trait, skill, characteristic.
- Research to date mainly focused on adolescents in family settings.



Work and Family Wellbeing



Method

Research design

- Self report questionnaire:
- 12 predictors, 1 mediator, and 5 wellbeing variables.

Participants:

- 3 organisations, 2 District hospitals and 1 health provider in New Zealand.

Sample:

- T1: = 1,596; T2: = 296 participants

Method

Measures

Resilience:- 10 item measure, Neil and Dias (2001) adapted from Wagnild and Young's (1999) measure.

WLB:- new measure (Brough et. al., in press).

Analyses

- **CFA all variables.**
- **Structural model fit (CFI = .970; RMSEA = .027; SRMR = .031). Good fit with data (Hair et al. 2010).**
- **Mediation: Amos 16.0 and SEM**
- **Cronbach's alpha = > .70**

Resilience Mediation Results

Time 1

(structural coefficients)



Resilience Mediation Results

Time 1

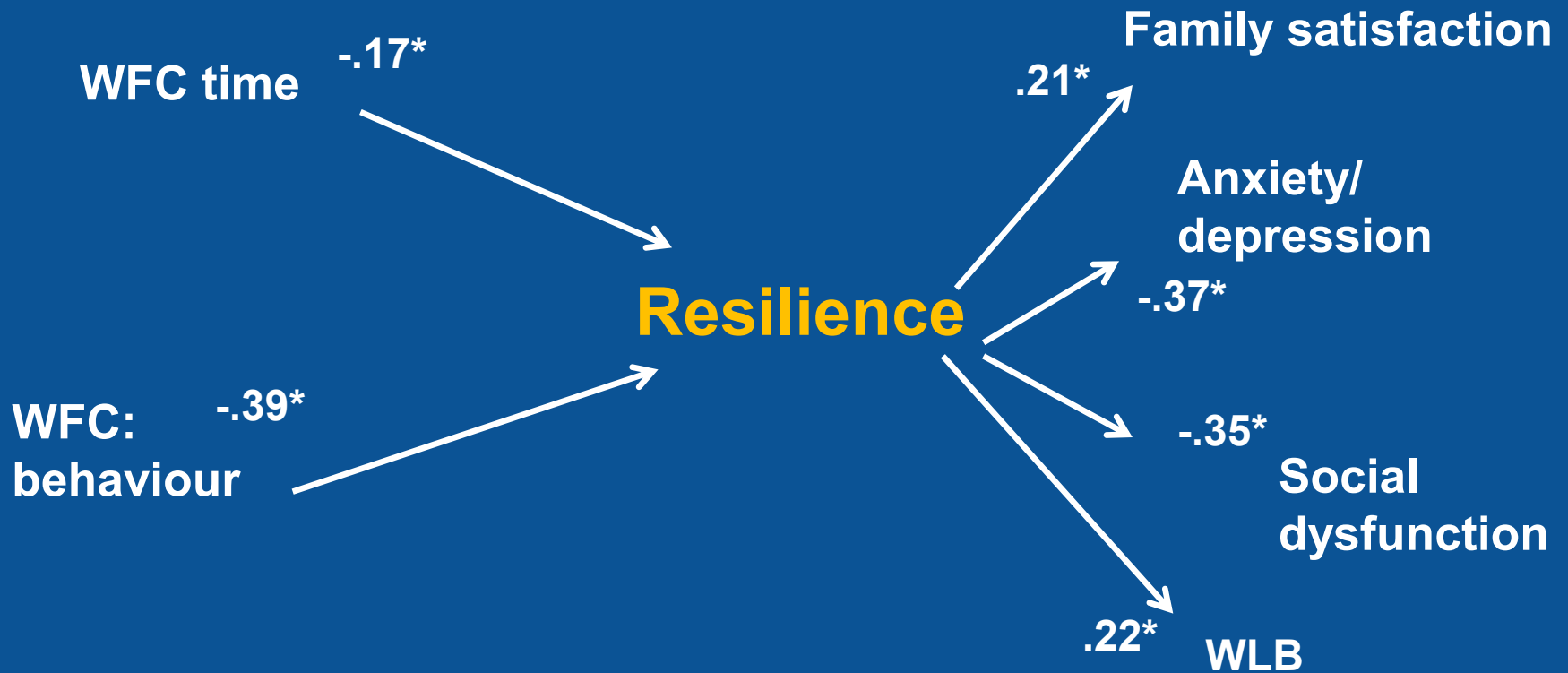
(structural coefficients)



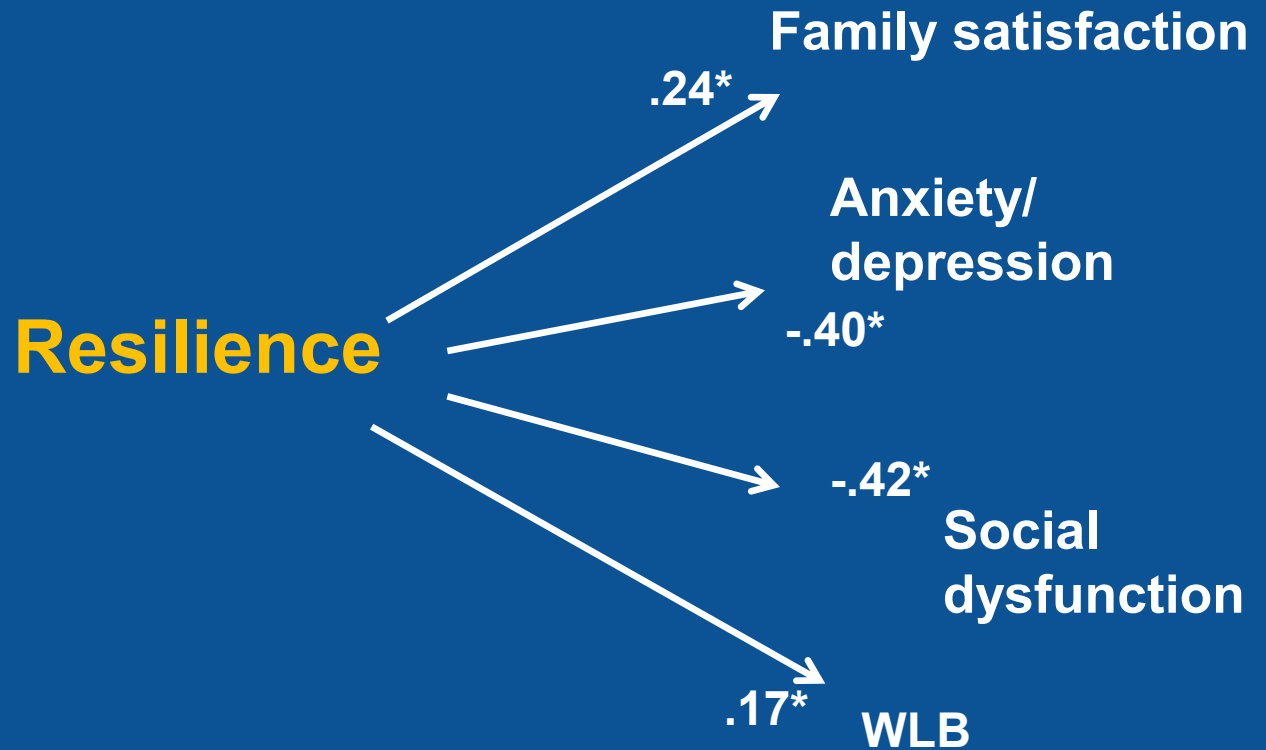
Mediation Results

Time 2

(structural coefficients)



Mediation Results Longitudinal (structural coefficients)



Results

Why limited findings ?

- **Time lag 10-12 months**
- **State or trait like characteristics**
- **Time 2 sample 296 participants**
- **Resilience is a multidimensional construct dependant upon many situational and dispositional factors.**

Contributions & Conclusion

Provided evidence of using resilience in a workplace setting to advance theory and practice. Strong mediation effects at Time 1.

Longitudinal results show consistent relationship with family satisfaction, anxiety/depression and social dysfunction.

Demonstrated the use of a new measure (WLB).

HRM Implications managers look to conduct resilience training with employees?
Intervention programmes?

Derek Riley
School of Psychology
University of Waikato
Private Bag 3105
Hamilton 3240
Tel +64 21 1266 370
dr11@waikato.ac.nz



THE UNIVERSITY OF
WAIKATO
Te Whare Wānanga o Waikato