

Publication

Identifying work-related factors associated with work-family conflict of care workers in nursing homes: A cross-sectional study

JournalArticle (Originalarbeit in einer wissenschaftlichen Zeitschrift)**ID** 4683152**Author(s)** Hauser, Claudia; Stahl, Jonathan; Simon, Michael; Valenta, Sabine; Favez, Lauriane; Zúñiga, Franziska**Author(s) at UniBasel** [Hauser, Claudia](#) ; [Simon, Michael](#) ; [Valenta, Sabine](#) ; [Zúñiga, Franziska](#) ;**Year** 2023**Title** Identifying work-related factors associated with work-family conflict of care workers in nursing homes: A cross-sectional study**Journal** Journal of Advanced Nursing**Volume** 79**Number** 10**Pages / Article-Number** 3935-3945**Keywords** health care management; long-term care; nursing home; work-family conflict; working conditions**Mesh terms** Humans; Cross-Sectional Studies; Family Conflict; Health Personnel; Nursing Homes; Nursing Staff; Workplace; Surveys and Questionnaires

To investigate which work-related factors are associated with work-family conflict of care workers in nursing homes, this study aimed to: (a) describe the prevalence of work-family conflict of care workers in nursing homes and (b) assess the association of work-related factors with work-family conflict.; Cross-sectional multicentre sub-study based on data from the Swiss Nursing Homes Human Resources Project 2018.; Data were collected between September 2018 and October 2019. Work-family conflict of care workers was assessed with the Work-Family Conflict Scale (range 1-5). Prevalence was described in percentages. We used multilevel linear regression to assess the association of time-based factors (working overtime or during one's free time, employment percentage, presenteeism, shift working) and strain-based factors (staffing adequacy, leadership support) with work-family conflict.; Our study sample consisted of 4324 care workers working in a total of 114 nursing homes. Overall, 31.2% of respondents stated to have experienced work-family conflict (>3.0 on the Work-Family Conflict Scale). The overall mean score of the study sample for work-family conflict was 2.5. Care workers experiencing presenteeism 10 or more days per year showed the highest scores for work-family conflict (mean: 3.1). All included predictor variables were significant ($p < .05$).; Work-family conflict is multifactorial. Possible intervention points to tackle work-family conflict could be strengthening care workers' influence in planning work schedules, enabling flexible planning to ensure adequate staffing, lowering presenteeism and implementing a supportive leadership style.; Care workers' jobs become less desirable when workplace demands interfere with family life. This study highlights the multifaceted nature of work-family conflict and suggests intervention options to prevent care workers from experiencing work-family conflict. Action is needed at nursing home and policy level.

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