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Daily Spillover From Family to Work: A Test of the Work–Home Resources Model

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The present study examines a mediated moderation model of the day-level effects of family hassles and family-work spillover (affect and cognition) on the relationship between job resources and employees' flourishing at work. Based on the work–home resources model, the authors hypothesized that demands from one domain (family) induce repetitive thoughts or negative feelings about those problems, so that individuals are not able to function optimally and to make full use of contextual resources in the other domain (work). Multilevel analyses of 108 Chinese working parents' 366 daily surveys revealed that the relationship between morning job resources and afternoon flourishing was significantly positive when previous day family hassles were low; the relationship became nonsignificant when previous day family hassles were high. In addition, as predicted, daily rumination also attenuated the relationship between morning job resources and afternoon flourishing, whereas daily affect did not. Finally, the moderating effect of previous day family hassles was mediated by daily rumination. The findings contribute to spillover theories by revealing the roles of affective and cognitive spillover from family to work.

Keywords: spillover, work–home resources model, flourishing, rumination, diary study

Supplemental materials: <http://dx.doi.org/10.1037/ocp0000073.supp>

Changes in job expectations and family responsibilities during the recent decades have made balancing work and family roles more challenging for employees (Eby, Casper, Lockwood, Bordeaux, & Brinley, 2005). Research indicates that the proportion of dual-earner partnerships has sharply increased, which implies that both partners have to work and share family responsibilities (Greenhaus, Callanan, & Godshalk, 2000). In the United States, over 85% of employees report having some day-to-day family responsibilities (Eby et al., 2005), whereas China has the highest percentage (more than 90%) of dual-earner couples in the world (Lu, Lu, Du, & Brough, 2016). The family and work domains are so closely interconnected that interference between family and work roles seems inevitable (Sonnentag & Binnewies, 2013). This means that family issues not only influence the family life at home; they may also interfere with employees' feeling and functioning when they are back at work (Lambert, 1990). In day-to-day family life, the stressors such as accumulated housework and nonstop caring for young children may limit one's energy and time and impair necessary recovery processes (Fritz & Sonnentag, 2005).

However, the temporal character of work–family interactions has been largely ignored in previous research (Martinez-Corts, Demerouti, Bakker, & Boz, 2015). It is difficult to capture the daily impact of family issues on the work domain only through a one-time questionnaire. How the short-term process of family-to-work interference occurs across days still needs further investigation (Ilies et al., 2007).

Spillover theory suggests that a person's experiences that develop in one domain can carry over into the other domain (Zedeck, 1992). The work–home resources model (ten Brummelhuis & Bakker, 2012) further proposes that volatile contextual demands from one domain impact daily outcomes in the other domain through a loss in volatile personal resources. Those personal resources are either fleeting that once they are used, they cannot be used for other purposes, or they are temporal, such as attention and mood. Individuals may be physically active in one role while simultaneously feeling distracted by thoughts or emotions that are tied to another role (Ashforth, Kreiner, & Fugate, 2000). According to Repetti, Wang, and Saxbe (2009), the mechanisms of spillover include mood or affect and cognition. The existing explanations of spillover effects mainly focus on the idea that family life influences work through its impact on employees' mood or affect (e.g., Heller & Watson, 2005; Williams & Alliger, 1994). Less attention has been paid to cognitive spillover between family and work (Offer, 2014). According to stress researchers, ruminative thoughts are a cognitive mechanism of spillover from stressful events (Cropley & Purvis, 2003). Based on the stress literature, we propose an explanation of the underlying process of family-work spillover effects, namely that repetitive thoughts about family issues/hassles may transmit family demands to the work domain and lead to interference (Offer, 2014).

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Our study contributes to the work–family literature by addressing the question that how the process of family-to-work interference develops across days. Instead of using explicit self-report measurements of family-work interference, we test the process view of family-work interference proposed by the work–home resources model (ten Brummelhuis & Bakker, 2012). More specifically, we examine how contextual demands in the family domain induce an underlying process of personal resources depletion, which impairs employees’ full use of available contextual resources in the work domain. In addition, previous studies examined spillover effects over relatively short time periods within one day (e.g., Ilies et al., 2007; Judge & Ilies, 2004). We extend the time frame by assessing family hassles in the evening and work processes during the next day, which provides insight into the dynamics of how hassles in the family domain may interfere with the work process across days. Moreover, our study expands previous research by investigating both affective and cognitive mechanisms of family-work spillover. Affect and cognition are closely intertwined (Damasio, 2001); however, the cognitive spillover effect is a relatively neglected issue in the family-work literature. We argue that it is also important to acknowledge the role of cognition in the process of family-work interference. As depicted in Figure 1, our study takes a closer look at the underlying process of family-work interference and investigates how negative affect and ruminative thoughts regarding family hassles of the previous day may attenuate the positive relationship between job resources and flourishing.

Theoretical Background

Family to Work Interference

Work and family experiences are inevitably interconnected (Heller & Watson, 2005). There is recognition that individuals may be psychologically preoccupied with one role while physically present in the other role (Ashforth et al., 2000). Family hassles are irritating, frustrating demands that occur during everyday family life (Bolger, DeLongis, Kessler, & Schilling, 1989). Employees may perceive difficulties to concentrate on work when they generate preoccupying thoughts about family hassles (e.g.,

conflicts with the partner, or sudden problems with the car) while at work.

The work–home resources model (ten Brummelhuis & Bakker, 2012) indicates that individuals have finite psychological and physiological resources. The use of finite resources in one domain reduces the availability of these resources for use in the other domain (Edwards & Rothbard, 2000). Involvement in multiple roles can induce a depleting process whereby demands in one role drain personal resources such as emotional and mental energy, thereby limiting the personal resources that are left for optimal functioning in the other role. For example, employees who think about family issues in the workplace consume cognitive resources therefore may have difficulties to deal with the complexity of the work. Most previous research has used direct family–work interference measurements to suggest that family generally interferes with work (Amstad, Meier, Fasel, Elfering, & Semmer, 2011), but has not identified clearly the process at work and how family interacts with the work process. We apply the insights of the work–home resources model on the process view of family-work interference. As the work–home resources model indicates, family-work interference may occur when the family domain depletes personal resources, which impairs the use of available contextual resources and ultimately threatens one’s feelings and functioning in the work domain.

Flourishing is a form of context-free psychological well-being that refers to optimal human functioning (Diener et al., 2010). It includes three components: psychological functioning, positive feelings, and social functioning (Keyes, 1998). The flourishing concept is increasingly used in the positive organizational psychology literature to describe well-being (Huppert & So, 2011; Seligman, 2011). Flourishing at work represents the combination of feeling good and functioning effectively in the workplace (Keyes, 2002). People who experience flourishing at work are energetic, dedicated, self-actualized, as well as pursuing social actualization and fulfillment at work (Rothmann, 2013). The focus of positive organizational psychology is to find out aspects of individuals and the work environments that foster, develop, and facilitate employee flourishing (e.g., Bono, Davies, & Rasch, 2012; Hart, Cotton, & Scollay, 2015; Hone, Jarden, Duncan, & Schofield, 2015). As for the antecedents of flourishing in the work environ-

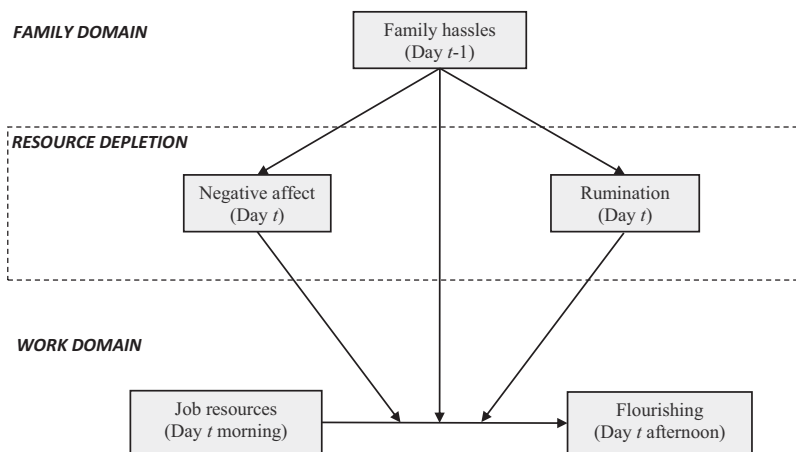


Figure 1. Hypothesized model.

ment, ample research suggests that job resources are the main drivers of positive organizational outcomes (Bakker, Demerouti, & Sanz-Vergel, 2014). Job resources contain various job characteristics that provide employees the means to achieve their work goals and to obtain more enjoyment (Van den Broeck, Vansteenkiste, De Witte, & Lens, 2008). According to the job characteristics model (Hackman & Oldham, 1980), every job has a specific motivational potential that depends on the presence of five core job characteristics: skill variety, task identity, task significance, autonomy, and feedback. This intrinsic motivational potential of job resources leads to higher levels of well-being and optimal functioning at work because they allow individuals to be engaged in different tasks with varying levels of complexity, to be involved in the job in its totality, to take responsibility for their work, and to be given regular feedback on accomplishment. As Hackman and Oldham (1980) indicated, skill variety, task identity, and task significance make employees experience that their job is meaningful, valuable, and worthwhile; autonomy makes employees feel personally accountable; and feedback allows employees to know how effectively they are performing. Jobs with enriched characteristics therefore result in a stronger sense of meaningfulness, experiencing more competence and ownership (Deci & Ryan, 2008), which in turn leads to employee flourishing (Rothmann, 2014).

However, high demands in the family domain may distract individuals from using job resources efficiently. There are times when individuals actively participate in one domain while simultaneously feeling distracted by emotions, thoughts, or demands that are tied to another domain (Ashforth et al., 2000). Problems that people experience in the family domain are associated with negative emotions, which may spill over into the workplace and interfere with the work process (Rothbard, 2001). The negative affect induced by family issues narrows the thought-action sequences of individuals in the workplace (Fredrickson, 2001), and therefore attenuates the effective use of job resources. When employees experience negative affect, they are more likely to see the negative aspects of work and view multiple skill-using tasks and complex work as problematic rather than resourceful and meaningful (Watson & Pennebaker, 1989). This may impair employees' productivity and well-being at work and prevent them to benefit from these enriched job characteristics. In addition, persisting thoughts that arise from problems at home prolong and sustain the impact of family stressors (Brosschot, Gerin, & Thayer, 2006), which may consume cognitive resources and attenuate the use of job resources, such as dealing with supervisor feedback. When employees are preoccupied with thoughts about family hassles during work, they may have difficulties understanding and using the feedback that the supervisor provided, which in turn impairs optimal functioning at work. Moreover, thinking about family issues at work can disrupt achievement of the focal goal of ongoing work activities, which requires employees' efforts to adjust and monitor goal-directed behavior. As a result, the consumption of self-regulatory resources may reduce employees' feeling of control of their own work, impair the benefits of job autonomy, and ultimately reduce employees' flourishing at work (Nohe, Michel, & Sonntag, 2014).

Following the work-home resources model (ten Brummelhuis & Bakker, 2012), we predict that hassles from the family domain induce a personal resources depletion process, so that there will not

be sufficient personal resources available in the work domain. This will impair the efficiency of using job resources and attenuate the benefits of job resources on employees functioning and feelings at work (Nohe et al., 2014). Thus, we hypothesize:

Hypothesis 1: Family hassles of the previous day moderate the relationship between morning job resources and afternoon flourishing, such that this relationship is weaker when employees experience high (vs. low) levels of family hassles.

Spillover Mechanisms

Spillover refers to one of the linking mechanisms between the work and family domain (Lambert, 1990). Spillover theory suggests that one's experiences associated with one life domain can carry over into another domain (Zedeck, 1992). Employees' family demands are linked to the work domain through a process of psychological spillover in which family experiences are carried over to work and influence employees' feeling and functioning at work (Voydanoff, 2004). Most of the research on the spillover process has examined the affective experience across the family and work domains, such that daily events cause mood or affect spillover influencing attitudes and behaviors across domains (van Hooff, Geurtz, Kompier, & Taris, 2006). However, because affect and cognition are largely intertwined (Damasio, 2001), Repetti and colleagues (2009) proposed that the mechanisms of spillover effects include both mood/affect and cognition. Stressors at home may lead to negative emotions that carry over across time and interfere with the work process (Judge, Ilies, & Scott, 2006). Simultaneously, thoughts about these family issues during the work time may interrupt the needed focus on the tasks at hand (Williams, Suls, Alliger, Learner, & Wan, 1991), thereby reducing the effectiveness of available job resources use.

Affective spillover. Affect as a potential mechanism that can explain spillover between family and work has been extensively discussed (Eby, Maher, & Butts, 2010). Studies on affective spillover show that emotional responses to one role cross family-work boundaries and influence attitudes and behaviors in the second role (Heller & Watson, 2005; Ilies et al., 2007; Williams & Alliger, 1994; Williams et al., 1991). Negative affective states originating from family hassles of the previous day may create a negative way of interpreting the work environment (Rusting & DeHart, 2000), which leads to negative affect at work. According to the stress literature, the occurrence of minor daily problems produces emotional threats and the negative influence of daily stressors on mood may take place both within a day and across days (Marco & Suls, 1993). On days when employees experience high levels of family hassles, they will develop negative affect more easily in the following workday. Thus, we hypothesize:

Hypothesis 2a: Family hassles of the previous day are positively related to daily negative affect at work.

Strain-based family-work interference refers to the idea that strain (i.e., negative affect) caused by the family domain intrudes into and interferes with participation in the work domain (Greenhaus & Beutell, 1985). Employees who experience negative affect need to expend more effort to regulate these negative emotions (Rothbard & Wilk, 2011). Their personal resources are consumed more quickly and are therefore unavailable for effectively dealing

with work situations. Moreover, Fredrickson (2001) proposed that negative affect narrows people's thoughts and actions and leads to reduced flexibility at work. Employees experiencing high (vs. low) negative affect are more likely to focus on the negative aspects and regard their work situations as problematic (Watson & Pennebaker, 1989). Therefore, they are less likely to fully use the available job resources, which in turn decreases their functioning at work. Employees who experience negative affect will not be able to fully capitalize on the motivational potential of job resources and be less likely to flourish and experience optimal functioning.

Hypothesis 3a: Daily negative affect moderates the relationship between morning job resources and afternoon flourishing, such that this relationship is weaker for employees with high (vs. low) level of negative affect.

In combination, family hassles consume emotional energies and lead to negative affect at work, leaving insufficient personal resources to fully use the job resources in the work domain, which result in diminished flourishing at work. As the work-home resources model (ten Brummelhuis & Bakker, 2012) proposes, volatile contextual demands from one domain influence the other domain via changes in volatile personal resources. Thus, the original moderating effect of family hassles is mediated through negative affect. Iliès and colleagues' (2007) study has also supported that negative mood carried across days mediates the relationships between stressors in one domain and role behaviors in the other domain.

Hypothesis 4a: Daily negative affect mediates the moderating effect of family hassles of the previous day on the relationship between morning job resources and afternoon flourishing.

Cognitive spillover. Besides affect, another spillover mechanism across domains is cognition (Repetti et al., 2009). Research on daily stress suggests that ruminative thoughts are a cognitive mechanism of spillover from stressful events that serve to prolong the negative impact of daily stressors (Cropley & Purvis, 2003). Daily stressors are experienced as inconvenient or harassing and threaten goal attainment in everyday life (McIntosh, Harlow, & Martin, 1995). Rumination is triggered when individuals fail to progress toward the goal (Martin & Tesser, 1989) and have a heightened accessibility of the goal failure experience in their memory (Rothermund, 2003). It contains repetitive and unintentional preservative thoughts in the absence of obvious external cues (Martin & Tesser, 1996). Even though the triggering event has passed, the event-related information is still active. This activation makes event-related thoughts difficult to get rid of, which makes it more likely that one develops ruminative thoughts (Martin, Tesser, & McIntosh, 1993). These perseverative cognitions explain why the impact of family hassles of the previous day endures to the following day (Brosschot et al., 2006). Thus, we hypothesize:

Hypothesis 2b: Family hassles of the previous day are positively related to daily rumination at work.

Ruminative thoughts about family issues make employees to be mentally preoccupied while physically present in the workplace (Cardenas, Major, & Bernas, 2004). Thinking about family issues

while at work presumably consumes cognitive resources, thereby preventing these resources from being fully used during the execution of tasks (Beal, Weiss, Barros, & MacDermid, 2005). In the family-work interface literature, Greenhaus and Beutell (1985) argued that time-based family-work interference is not only the result of the time spent in the family domain, but may also be caused by the preoccupation with family even while fulfilling the requirements of the work role. The cognitive resources invested in the family domain distract employees from work and as a result leads to reduced efficiency of using available job resources (Offer, 2014), such as dealing with supervisor's feedback or complicated work. This will make it difficult to function at one's best and to flourish while at work.

Hypothesis 3b: Daily rumination moderates the relationship between morning job resources and afternoon flourishing, such that this relationship is weaker for employees with high (vs. low) level of rumination.

The work-home resources model (ten Brummelhuis & Bakker, 2012) suggests that the use of personal resources for issues in the family domain depletes these resources so that they are not available to function optimally in the work domain. Ruminative thoughts originating from family hassles consume cognitive resources, which may impair the full use of job resources such as autonomy and feedback resulting in decreased flourishing at work. Research has found that rumination mediates the relationship between stressors during the day and negative outcomes in the next morning (Wang et al., 2013). Cropley, Dijk, and Stanley's (2006) study also showed that rumination mediates the relationship between triggering factors and strain across different life domains.

Hypothesis 4b: Daily rumination mediates the moderating effect of family hassles of the previous day on the relationship between morning job resources and afternoon flourishing.

Method

Participants and Procedure

Convenience sampling was used to recruit our participants by sending recruitment messages and flyers to personal and professional networks of the researchers. Because working parents have to participate in multiple roles of work and family, our inclusion criteria included being married, having at least one dependent child living at home, and having both partners employed in a full-time job. Our study used the Wechat smartphone application to conduct the survey. Wechat is the most popular instant messaging tool in China. Potential participants were invited to add a Public Account, which is used to send both informed consent and the link to the background Qualtrics Survey. In total, 108 individuals filled out the background questionnaire. In the following week, the daily diary study started. The participants were asked to participate in short diary questionnaires three times per day for 5 consecutive working days. On each workday, participants completed their morning survey in the middle of their work (assessment window from 11:00 a.m. to 1:00 p.m.), their afternoon survey in the end of the workday (from 4:00 p.m. to 7:00 p.m.), and their evening survey before going to bed (from 9:00 p.m. to 0:00 a.m.). Partic-

ipants received 25 RMB (about 3.50 EUR) as a token of appreciation for completing all phases of data collection.

Because our model hypothesized the relationships between previous day's family hassles (measured in Day $t-1$'s evening survey), morning job resources (measured in Day t 's morning survey), daily rumination, daily negative affect, and afternoon flourishing (measured in Day t 's afternoon survey), the maximum number of useful daily observations provided by each participant was four (evening surveys from Days 1–4 were matched up with morning and afternoon surveys from Days 2–5). Participants completed 366 out of total possible 432 daily surveys (108 Participants \times 4 Days), resulting in a 84.7% daily response rate.

The sample was predominantly female (78.5%), with 52.3% having college education. Age of the participants ranged from 25 to 40 years ($M = 32.5$, $SD = 3.3$), the mean age of the child living at home was 4.1 years old ($SD = 1.4$), and the average work hours per week was 41.9 hours ($SD = 8.5$).

Measures

All items were rephrased to day-level measurement and translated to Chinese. A back-to-back translation procedure (Brislin, 1980) was performed to translate the scales from English to Chinese. Participants provided their responses on 7-point Likert scales; the response format for all items ranged from 1 (*I fully disagree*) to 7 (*I fully agree*).

Daily Evening Survey.

Daily family hassles. We measured family hassles in the bedtime survey with 10 items adapted from the measure developed by Bolger et al. (1989). The scale refers to stressors at home, for example, "Today I had an argument with my spouse." Cronbach's alpha of the Daily Family Hassle Scale ranged between .83 and .89 ($M = .86$) across days.

Daily Morning Survey.

Job resources in the morning. We measured job resources in the morning survey with the Job Diagnostic Survey (Hackman & Oldham, 1980). This instrument measures the five core job dimensions in the job characteristics model including autonomy, feedback, skill variety, task identity, and task significance. Three items assessed each characteristic, for example, "This morning, I could decide how to do the work on my own" (autonomy), "This morning, my job provided many chances for me to figure out how well I was doing" (feedback), "This morning, I was required to do many different things at work using a variety of skills" (skill variety), "This morning, I could do an entire piece of work from beginning to end" (task identity), and "This morning, the results of my work were likely to affect the well-being of other people" (task significance). Cronbach's alpha of the morning job resources scale ranged between .83 and .91 ($M = .87$) across days.

Control variable. We took into account morning job demands as the control variable, because job demands are another important category of work environment other than job resources (Bakker et al., 2014). By controlling morning job demands, we could isolate the unique effects of family hassles. *Job demands in the morning* was measured with Karasek's (1985) Job Content Instrument. The scale includes five items that refer to quantitative demands of the job, for example, "This morning, my job required working very

hard." Cronbach's alpha of the morning job demands scale ranged between .80 and .85 ($M = .82$) across days.

Daily Afternoon Survey.

Daily rumination. We measured daily rumination in the afternoon survey with eight items from the Rumination Inventory (McIntosh & Martin, 1992). We removed two items from the original scale, because these items assess future oriented thoughts, which is unrelated to our definition of rumination in this study (e.g., "I often think about what my life will be like in the future"). We rephrased the relevant items to the day-level and assessed the repetitive thoughts over problems at home that happened the day before. An example item is "Today at work, I thought about family issues that happened yesterday." Cronbach's alpha of the Daily Rumination Scale ranged between .88 and .96 ($M = .93$) across days.

Daily negative affect. We used the short version of the Positive and Negative Affect Schedule (Mackinnon et al., 1999) with five items for negative affect (upset, afraid, nervous, scared, and distressed) in the afternoon survey. An example item is "Today at work, I felt upset." Cronbach's alpha of the Daily Negative Affect Scale ranged between .79 and .89 ($M = .86$) across days.

Flourishing in the afternoon. We measured afternoon flourishing with the eight-item Flourishing Scale (Diener et al., 2010). The sample items are "This afternoon, I was competent and capable in the activities that were important to me," and "This afternoon, I actively contributed to the happiness and well-being of others." Cronbach's alpha of the Afternoon Flourishing Scale ranged between .88 and .94 ($M = .92$) across days.

Strategy of Analysis

Our repeated measures data can be viewed as multilevel data, with daily measurements nested within individuals. This leads to a two-level model with days at the first-level ($n = 366$ occasions) and the individual participants at the second level ($n = 108$ participants). Multilevel analysis with the HLM 6.08 software (Raudenbush, Bryk, Cheong, Congdon, & du Toit, 2004) was applied. Predictor variables at the within-person level (Level 1, e.g., daily rumination) were centered to the individual mean.

The mediated moderation relationships in multilevel models can be conceptualized as a set of regression equations (Preacher, Rucker, & Hayes, 2007). We started with the moderating effect of previous day's family hassles on the association between morning job resources and afternoon flourishing, and then we sought to explain the moderating effect by using two mediators (daily negative affect and daily rumination) that carry the moderating effect.

First, we specified and tested a null model without independent variables. Then, we entered the control variable morning job demands. After that, we entered predictors (previous day's family hassles and morning job resources) and the interaction between previous day's family hassles and morning job resources. The interaction term was created by person-mean centering and subsequently multiplying the two predictor variables involved in the interaction (Aiken & West, 1991). Finally, we entered daily negative affect, daily rumination, and the interaction terms of morning job resources with daily negative affect and daily rumination at level 1. We examined whether daily negative affect and/or daily rumination accounted for the moderating effect of previous day's

family hassles on the morning job resources-afternoon flourishing relationship.

We tested the indirect effects of the interaction of morning job resources and previous day's family hassles through daily negative affect and daily rumination at the within-person level by using the Monte Carlo Method (Bauer, Preacher, & Gil, 2006). For each mediated effect, we calculated the distribution of the specific mediation effect using (a) the estimate and the standard error of the effect of previous day's family hassles on each mediator, as well as (b) the estimate and the standard error of the interactions of each mediator with morning job resources in predicting afternoon flourishing. When the distribution of possible estimates for the products of a and b lies above or below zero, the mediators (daily negative affect and/or daily rumination) significantly mediate the interaction of morning job resources and previous day's family hassles on afternoon flourishing.

Results

Descriptive Statistics

Table 1 shows the means, standard deviations, reliabilities, intraclass correlations (ICC1), and correlations among the study variables at the within-person and between-person levels of analysis. The low ICC1 value indicates the high within-person variance in the daily measured variables. The results showed that 48% of the variance in afternoon flourishing, 60% in daily negative affect, 42% in daily rumination, 45% in morning job resources, and 32% of the variance in previous day's family hassles was explained by within-person differences, justifying our multilevel approach.

Multilevel Confirmatory Factor Analysis

Multilevel confirmatory factor analysis was conducted using Mplus 7 (Muthén & Muthén, 2010) to examine the construct validity of all studied variables. The proposed model included the six within-person model variables (i.e., previous day's family hassles, morning job resources, morning job demands, afternoon flourishing, daily negative affect, and daily rumination). Results showed a better fit to the data for a model comprising six distinct factors, $\chi^2(357) = 738.471$, comparative fit index = .92, Tucker-Lewis fit index = .91, root mean square error of approximation = .04, square root mean residual = .07, as compared to all possible five-factor models or models with even fewer factors, $\Delta\chi^2(5) \geq 168.62$, $p < .001$.

Hypotheses Testing

According to Hypothesis 1, previous day's family hassles would attenuate the positive relationship between morning job resources and afternoon flourishing. As shown in Table 2 (Step 2), the interaction term for Day t 's morning job resources and Day $t-1$'s family hassles was significant ($\gamma = -.459$, $p < .05$). We plotted the interaction and conducted simple slope tests to interpret the interaction effect. Figure 2 illustrates that when previous day's family hassles were high (1 *SD* above the mean), the relationship between morning job resources and afternoon flourishing was not significant ($b = -.166$, *ns*); whereas when previous day's family hassles were low (1 *SD* below the mean), morning job resources were significantly positively related to afternoon flourishing ($b = .424$, $p < .01$). This pattern of results is consistent with Hypothesis 1.

Hypotheses 2a and 2b predicted that family hassles of the previous day would be positively associated with daily negative affect and daily rumination, respectively. As shown in Table 2, the relationship between Day $t-1$'s family hassles and Day t 's rumination was significant ($\gamma = .265$, $p < .05$); the relationship between Day $t-1$'s family hassles and Day t 's negative affect was not significant ($\gamma = -.030$, $p > .05$). These results offer support for Hypothesis 2b, but not for Hypothesis 2a.

Hypothesis 3a and 3b predicted that daily negative affect and daily rumination would moderate the relationship between morning job resources and afternoon flourishing respectively. Step 3 in Table 2 shows that the interaction between Day t 's morning job resources and Day t 's negative affect was not significant ($\gamma = -.140$, $p > .05$). However, the interaction between Day t 's morning job resources and Day t 's rumination was significant ($\gamma = -.300$, $p < .05$). Simple slope analyses and the plot of the interaction (see Figure 3) show that the relationship between morning job resources and afternoon flourishing was nonsignificant when daily rumination was high ($b = -.183$, *ns*) and significant when daily rumination was low ($b = .351$, $p < .01$). These results are consistent with Hypothesis 3b, but not with Hypothesis 3a.

Hypothesis 4a and 4b proposed that daily negative affect and daily rumination would mediate the moderating effect of previous day's family hassles on morning job resources-afternoon flourishing relationship respectively. Because the relationship between Day $t-1$'s family hassles and Day t 's negative affect and the interaction between Day t 's morning job resources and Day t 's negative affect were not significant, Hypothesis 4a was not sup-

Table 1
Descriptive Statistics, Within-Person and Between-Person Correlations Among Variables

Variable	<i>M</i>	<i>SD</i>	ICC1	1	2	3	4	5	6
1. Family hassles (Day $t-1$)	1.79	.65	.68	(.86)	-.06	.04	.13*	-.02	-.12*
2. Job resources (Day t morning)	4.66	.71	.55	-.11*	(.87)	.45**	-.06	-.01	.07
3. Job demands (Day t morning)	4.07	.78	.39	.06	.47**	(.82)	.02	.12*	-.12*
4. Rumination (Day t)	2.56	.92	.58	.35**	-.26**	-.10*	(.93)	.44**	-.25**
5. Negative affect (Day t)	2.62	.79	.40	.28**	-.21**	.04	.54**	(.86)	-.33**
6. Flourishing (Day t afternoon)	4.80	.77	.52	-.11*	.39**	.10*	-.35**	-.39**	(.92)

Note. Correlations above the diagonal are based on nonaveraged data ($n = 366$), whereas correlations below the diagonal are based on within-person averages ($n = 108$). ICC1 = intraclass correlations.

* $p < .05$. ** $p < .01$.

Table 2
Interaction Effects of Previous Day's Family Hassles, Morning Job Resources, Daily Negative Affect, Daily Rumination on Afternoon Flourishing

Variable	Mediators				Flourishing (Day <i>t</i> afternoon)					
	Negative affect (Day <i>t</i>)		Rumination (Day <i>t</i>)		Step 1		Step 2		Step 3	
	Estimate	SE	Estimate	SE	Estimate	SE	Estimate	SE	Estimate	SE
Fixed effects										
Job demands (Day <i>t</i> morning)	.150*	.073	.021	.043	-.161*	.077	-.158*	.059	-.102	.057
Family hassles (Day <i>t</i> -1)	-.030	.122	.265*	.108	-.180	.130	-.139	.112	-.104	.106
Job resources (Day <i>t</i> morning)					.141	.111	.135	.088	.092	.090
Job resources (Day <i>t</i> morning) × Family hassles (Day <i>t</i> -1)							-.459*	.205	-.174	.199
Negative affect (Day <i>t</i>)									-.240**	.063
Rumination (Day <i>t</i>)									-.205**	.055
Job resources (Day <i>t</i> morning) × Negative affect (Day <i>t</i>)									-.140	.098
Job resources (Day <i>t</i> morning) × Rumination (Day <i>t</i>)									-.300*	.141
Variance components										
Level 2 variance (individual)	.524	.104	.838	.139	.498	.094	.492	.093	.496	.090
Level 1 variance (day)	.652	.057	.448	.042	.477	.043	.471	.043	.399	.035
Random slope for family hassles	.023	.139	.015	.092	.102	.158	.186	.152	.259	.153
Deviance	944.941		882.757		862.830		857.334		824.077	

* $p < .05$. ** $p < .01$.

ported. By using Monte Carlo simulation procedure with 20,000 replications, we found that the indirect effect of the interaction of Day *t*-1's family hassles and Day *t*'s morning job resources through Day *t*'s rumination was $-.079$, with a 95% bias-corrected bootstrap confidence interval of $[-.0042, -.1936]$. The results indicate that the mediating effect of daily rumination was significantly different from zero, providing support for Hypothesis 4b.

Discussion

In the current study, we used a within-person approach to examine affective and cognitive spillover mechanisms between the family and work domains. We found that previous day's family hassles attenuated the relationship between morning job resources

and afternoon flourishing by fostering employees' ruminative thoughts over family issues at work. Ruminative thoughts triggered by previous day family hassles weakened the association between job resources and flourishing, and thus ruminative thoughts carried the moderating effect of family hassles. Our results suggest that when employees are confronted with family hassles, they will ruminate on these incidents the next day, which then impairs the motivational potential of available job resources at work.

However, we did not find evidence for the proposed mediated moderation effect of daily negative affect. Family hassles of the previous day did not significantly relate to daily negative affect, and daily negative affect did not significantly moderate the morn-

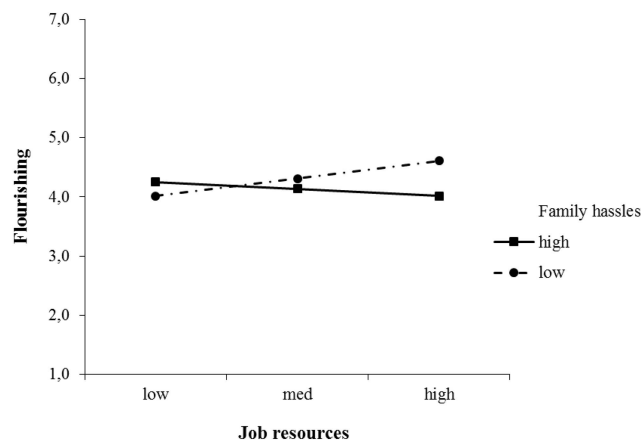


Figure 2. Moderating effect of previous day's family hassles on the morning job resources-afternoon flourishing relationship.

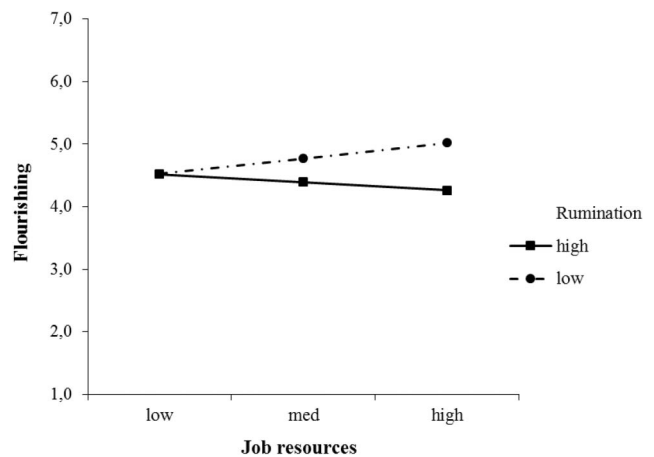


Figure 3. Moderating effect of daily rumination on the morning job resources-afternoon flourishing relationship.

ing job resources-afternoon flourishing relation. A possible reason might be the differences in the emotional effects of different types of stressors. Previous research has revealed that having arguments with others is more likely to raise negative emotional reactions, while solving problems and demands is less emotionally intense (Bolger & Schilling, 1991). We conducted an exploratory analysis for different types of hassles and found that problem-solving hassles were significantly and positively related to rumination ($\gamma = .271, p < .05$), while interpersonal hassles were positively related to negative affect ($\gamma = .033$), but this relationship was not significant ($p = .743$; see online supplementary Table S2 and S3). In our study, family hassles reported by participants were significantly higher for problem solving demands ($M = 2.20, SD = 1.34$, e.g., "Today I had a lot of demands made by the family") than for arguments with others ($M = 1.44, SD = .83$, e.g., "Today I had an argument with my spouse"), $t(365) = 13.57, p < .01$. This may have precluded us from finding a significant relationship between previous day's family hassles and negative affect. In addition, we used task-related resources at work and not social resources, such as social support from colleagues and supervisor support, when we tested the interaction effect of job resources and negative affect. Ashkanasy, Zerbe, and Härtel (2002) have argued that the impact of emotions is less salient to task-related resources use than to dealing with social resources. This may have prevented us from finding the moderating effect of negative affect on the job resources-flourishing relationship.

Theoretical Implications

Our study has several theoretical implications. First, our finding that family hassles of the previous day moderated the relationship between morning job resources and afternoon flourishing provides insight into the family-work process—it shows how the family and work domains interact. Most of the research on work-family and family-work interference has used an approach in which researchers ask participants to directly self-report the amount of interference (e.g., "the demands of my family interfere with work-related activities"; Amstad et al., 2011). Such a procedure is suboptimal from a methodological perspective, because in this way researchers are asking their participants to report a complex process. For example, it is conceivable that people overestimate the negative impact of work on family when they are tired, and overestimate the positive impact of work on family when they have been successful (Chen & Powell, 2012). Instead of using such direct measurements that are susceptible to subjectivity bias, our study applied the process view of the work-home resources model on family-to-work interference, and tested empirically whether previous day's family hassles interfered with the use of available job resources and its consequences for flourishing at work.

Second, we examined the moderating role of previous day family hassles in work processes, which shows the nature of spillover across days. Most studies have tested spillover effects from work to family within the same day (e.g., Ilies et al., 2007), whereas less attention has been paid to the overnight spillover of family demands to the work domain. The results of our study indicate that problems at home may interfere with the use of available resources in the workplace even across days. Moreover, the work-home resources model (ten Brummelhuis & Bakker, 2012) acknowledges the role of time in the work-family process

and explains how the interference process develops over time. In accordance with the process view of this model, our study used a daily diary design to test the short-term process of family-to-work interference. We found that cross-day interference occurs when volatile contextual demands from the family domain induce a depletion process of volatile personal resources. This leaves insufficient personal resources for employees to fully use the contextual resources in the work domain, which ultimately attenuates employees' functioning when they are back at work.

Third, our finding that daily rumination mediated the moderating effect of previous day family hassles reveals the cognitive mechanism of the spillover. Most of the research on the spillover process has examined affective experiences across domains, whereas less attention has been dedicated to the cognitive spillover from family to work (Offer, 2014). Our results suggest that stressors at home cause persisting cognitive processes, which consume personal cognitive resources at work and reduce the efficiency of using available job resources. This is in line with the work-home resources model (ten Brummelhuis & Bakker, 2012) that family life influences work through a loss in volatile personal resources, especially the depletion of cognitive resources when ruminating about family hassles. In addition, Carlson and Frone (2003) proposed that internal family-work interference represents internally generated psychological preoccupation with home while being physically active in the work domain. Our study also provides insight to the internal element of the work-family interface by examining how ruminative thoughts triggered by family hassles intrude into job resources use in the workplace. To further verify the mechanisms between the family and work domains, we tested a plausible alternative model in which daily rumination and negative affect mediated the relationship between previous day family hassles and afternoon flourishing, with morning job resources moderating the first stage of that mediation. The results of the alternative model showed that daily rumination mediated the relationship between previous day hassles and afternoon flourishing (indirect effect = $-.053$, 95% confidence interval [CI] [$-.0086, -.1127$]), and the mediation effect of daily negative affect was significant only when morning job resources was low (conditional indirect effect = $-.049$, 95% CI [$-.0010, -.1158$]). These findings provide additional support for the affective and cognitive mechanisms that play a role in the spillover between domains (see online Supplementary Table S9, Figure S8 and S9).

In addition, our study contributes to the literature on job characteristics theory (Hackman & Oldham, 1980) by showing how fluctuations in perceived job characteristics relate to individual's feelings and functioning on a daily basis, which has only been partially addressed in previous studies (e.g., Breevaart, Bakker, & Demerouti, 2014; Breevaart, Bakker, Hetland et al., 2014; Kühnel, Sonnentag, & Bledow, 2012). In addition, we conducted explorative analyses for each job characteristic separately. We found that family hassles significantly moderated the skill variety-flourishing relationship ($\gamma = -.468, p < .05$), rumination significantly moderated the relationship between autonomy and flourishing ($\gamma = -.227, p < .05$), and negative affect significantly moderated the relationship between feedback and flourishing ($\gamma = -.181, p < .05$; see online supplementary Tables S4, S5, and S6, supplementary Figure S5, S6, and S7). These results suggest that the effective use of specific job characteristic was sensitive to different aspects of the family-work interference. These results are in line

with the work–home resources model (ten Brummelhuis & Bakker, 2012), which states that contextual demands in the family domain induce an underlying process of personal resources depletion, which impairs employees' full use of available contextual resources in the work domain.

Limitations and Future Research

Our study is not without limitations. All the variables examined in our study were measured by self-report and the results may be contaminated by common method variance. However, following the suggestions by Podsakoff, MacKenzie, Lee, and Podsakoff (2003), we separated the measures of the predictor (i.e., job resources were measured in the daily morning survey), outcome (i.e., flourishing was measured in the daily afternoon survey), and moderator (i.e., family hassles were measured in the daily evening survey) in time. Therefore, it is less likely that the relationships found in the current study were due to common method bias. Nevertheless, future studies may also use other-reports (e.g., partner-reports of family hassles) to replicate the current findings. In addition, we used self-report flourishing as an indicator of employees' optimal functioning at work. Future studies may include objective measures, such as performance records, as outcome variables.

There is also still room for improvement in the research design because we only tested the within-level process of family-work interference. The work–home resources model (ten Brummelhuis & Bakker, 2012) proposes that conditional factors such as characteristics of the person (key resources) and the context in which individuals are living (macro resources) can prevent and attenuate the interference between the family and work domains. Future studies may investigate individual differences (e.g., optimism, self-efficacy) and general social conditions (e.g., public policies, cultural values) as cross-level moderators that may buffer the undesirable impact of family factors on work processes.

Practical Implications

Our diary study shows that family hassles of the previous day impair the full potential of job resources and diminish flourishing because employees ruminate over home while at work. This finding is consistent with the work–home resources model (ten Brummelhuis & Bakker, 2012), which states that family hassles impact the work domain through a process of personal resources depletion, especially the depletion of cognitive resources when repetitive thinking about the family hassles. Organizations need to recognize that although employees are physically present and participate in the workplace, preoccupying thoughts about family issues may still distract them. Thus, distractions are not only caused by external stimuli but also by internal processes and thoughts. Organizations may consider implementing intervention programs, such as mindfulness training (Chambers, Lo, & Allen, 2008), to improve employees' concentration skills, so that they can fully concentrate on their work and allocate all available job resources to the task at hand.

Other ways to reduce the impact of family hassles may be situational-based methods in the workplace. Organizations may provide more flexible work arrangements for their employees to deal with the interference from the family domain. For example,

scheduling flexibility and workplace flexibility can help employees to manage family issues without thinking about these issues or bringing them into work (Allen, Johnson, Kiburz, & Shockley, 2013). In addition, Kossek, Pichler, Bodner, and Hammer (2011) suggest that work–family specific support is likely to be a more psychologically and functionally useful resource to manage work–family situations. For example, supervisors could inform employees about supportive organizational policies, which may help them solve the problems at home and fully use the available job resources at work.

Conclusion

This study used the work–home resources model to show how family hassles go beyond the family domain and spill over to the work domain through rumination across days. The results provide support for a cognitive mechanism underlying the family-to-work interference process. We hope that our findings help organizations to recognize the problem of internal family-work interference within the workplace, and provide work–family specific support and interventions to help employees make full use of their job resources and flourish—at work and at home.

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