Note: Page numbers followed by "n" indicate notes.

Accessible colleagues, 17	Co-workers, 51
Autonomy, 12, 75–77, 204	relationships with supervisor and, 43
Availability, 105–107, 133, 181	WFH and relationships with
	co-workers and supervisors,
Balance satisfaction, 7	39–41
Balanced panel, 172	Colleagues, 17–18, 23, 26
BIBB/BAuA Employment Survey	Commuting
(2018), 131	faces of, 20
Black middle-class working mothers,	time saved from commuting and
221	WLB, 78–79
Blurred boundaries, 21	Computer terminals, 37
Blurring, 20–22	Conflict, 6, 208
Bootstrap re-sampling technique,	Contextual demands, 203
113	Contextual resources, 203
Boundary control, 24	Convenience sampling approach,
Boundary management, 5, 9–10, 13,	211
16, 20–22, 26	COVID-19 crisis, 102–103
theory, 36	COVID-19 pandemic, 4, 10, 13, 25,
Boundary theory, 5	32, 50, 70, 202
Boundary-spanning demands, 132	boundary management, 9–10
Boundary-spanning resources, 132	demands and resources, 12
Bundesministerium für Arbeit und	descriptive statistics, 13–14
Soziales (BMAS), 42	effects of COVID-19 pandemic on
	WFC, 117–119
Canadian General Social Survey	empirical setting, 10
(2010), 168	Finnish context during, 72
Care responsibilities, 24	home, 12
flexible work, and work-to-family	home demands and resources, 18
conflict, 63	interview study, 16–17
CFA model, 81	JD-R model, 8–9
Child-care, 19	MLR, 14–16
responsibilities, 7, 12, 18, 20	personal resources, 18–23
Children at home and WLB,	WLB satisfaction, 6–8
number and age of,	work demands and resources,
77–78	17–18
Clerical workers, 106	working from home, 7–8

Cross-lagged panel model, 81, 84	Family-interfering-with-work
structural paths and correlations, 95	(FIW), 208
post-hoc multigroup analysis	Family-to-work conflict (FWC), 35,
of structural paths and	45, 67, 73, 76, 78, 104, 209
correlations, 96–97	Fatherhood bonus, 106
Cross-partner effects, 163, 175	Fathers, 108
of flexibility, 169	Federal Institute for Occupational
Cross-partner models, 172	Safety and Health
Cross-partner perspective, 181	(BAuA), 131
Cross-partner transitions, 168–170	Federal Institute for Vocational
F	Education and Training
Degree of self-regulation, 12	(BIBB), 131
Demand-control-support model (DCS	Female teleworkers, 109
model), 166	Finland, 72, 77, 79, 87
Demands, 8, 12, 203	Finnish Context during COVID-19
Dependent relatives, 38	Pandemic, 72
Descriptive statistics, 215	Fixed rules, 37, 51
Digital communication platforms, 39	Flexibility, 222
Domains, 7	
	enactment theory, 166
domain-specific dimensions, 170	importance of, 34–41
Domestic division of labor, 169	policies, 222
Dual-earner couples, 88, 166, 169,	stigma, 106
179, 206	in work scheduling, 135
F 4 40	Flexible place, 205
E-mails, 39	Flexible schedules, 205
Employees, 26, 135, 139, 141	Flexible work, 43
well-being, 165	arrangements, 147
Employer data, 42	designs, 205
Employment-related guilt, 209	social relationships, and FWC, 62
Equality approach, 7	social relationships, and WFC,
Excessive work pressure, 75	60–61
Exchange theory, 107	and work–family conflict, 35–37
	Flexible working arrangements, 163
Face-to-face conversations, 17	individual transitions, 166–168
Families, 32	and subjective well-being among
demands, 41	parents, 166
different effects for women and	Flexible-resource perspective, 107
men with and without	Flexiplace, 32, 36, 51
family responsibilities,	Flexitime, 163–165, 171
132–135	additional analyses, 172-173
family-specific differences, 131	analytical strategy, 172
family-to-work conflict, 209	cross-partner effects, 175
flexibility, 16	Formal overtime, 139
life, 20	Frequent face-to-face interactions, 39
workers in, 33	Full information maximum likelihood
Family flexibility ability (FFA), 12, 16	(FIML), 80

Index 231

Gender, 137, 141	Intervention efforts, 222
differences, 106, 134	Interview study, 10, 209
effects of gender on WFC,	interview study, 10, 209
115–117	Job autonomy, 43, 53, 71, 80
gender-children constellation, 137	Job demands, 71–72, 85
gender-specific assumptions, 134	in remote work context, 74
gender-specific differences, 131	Job demands-resources theory (JD-R
moderating role of, 108–109	theory), 5, 8–9, 70, 72–73,
stereotypes, 144	76, 132
General Social Survey, 180	Job performance, 76
German BIBB/BAuA Employment	Job resource, 71
Survey, 137	Job satisfaction, 76
German Family Panel, The, 111	, , , , , , , , , , , , , , , , , , , ,
German Workplace Ordinance, 148 <i>n</i> 1	Key resources, 220
Germany, availability and use of	Kindergartens, 102
telework in, 105–106	,
Government, 72	Life satisfaction, 165
employees, 4	and domain specific well-being, 167
Grandparents, 109	levels, 173, 181
Greedy-role perspective, 107	Location flexibility, 32
Guilt, 207–208	Location-independent telework, 103
	Longitudinal approach, 163
Health satisfaction, 175	Longitudinal designs, 223
High-qualified employees, 110	Longitudinal measurement
High-quality care, 218	invariance, 81
Home, 12	
demands, 18–23	Marital status, 171
resources, 18–23	Maximum likelihood estimation, 13
Homeschooling, 19-20, 24	Maximum likelihood estimator
Homeworking employees, 77	(MLR), 80
Horizontal gender segregation, 106	Measurement model, 84
	Mediating role of telework, 107–108
Independent variables, 171–172	Mediation model, 216
Individual preferences, 52	effects, 107–111
Individual transitions, 166–168	Meta-analyses, 36
Informal overtime at home as	Micro–transitions, 37
impediment, 135–137	Model chi-square test, 84
Information and communication	Moderation effects, 107–111
technologies, 105	Mommy myth, 209
Integrated boundaries, 9	Motherhood ideologies, 221
Integrated pattern, 22	Mothers, 44, 71
Inter-role conflicts, 35	Multidimensional Assessment of
International Socio-Economic Index	Parenting Scale (MAPS),
of occupational status	213, 221
(ISEI), 112	Multinomial logistic regression
Intersectional approach, 103	(MLR), 13–16

Multivariate analyses, 44, 141–145 Predictor variables, 137 Proactive parenting, 214 Multivariate results, 46–50 Production, 203 Proportion by chance rate (PCC), 14 Negative parenting behaviors, 220 Negative work-home interference, 73 Netherlands, 4-5, 10, 23 Quantitative workload, 71, 74–75, 80 Non work resource, 85 Non-telework segregating family, 120 Remote work, 53n1, 70, 73-74, 78 (see Non-work demands, 77 also Flexible work) Non-work resources, 77 autonomy and WLB, 75-77 iob demands and resources and Nova-Weba questionnaire, 80 WLB in remote work Occupational status, 112, 117 context, 74 effects of occupational status on quantitative workload and WLB, WFC, 115-119 74-75 importance of, 105-106 remote working from home, 71 and work-to-family conflicts Resources, 8, 12, 35 among parents, 107-111 in remote work context, 74 Ordinary least squares (OLS), 138, Respondents, 17, 22 141, 215 Results Only Work Environment Organization for Economic (ROWE), 206 Cooperation and Role blurring, 107–110, 119–121 Development (OCED), 202 Organizations, 26 Scholars, 6, 34 Schools, 102 Pandemic, 5, 23, 33 Self-regulation, 16, 22–23 Parent education programs, 222 Sensitivity analyses and further Parenthood, 202 analyses, 44-45 Parenting behaviors, 219 Social distancing, 32 and W-HRM, 206–207 Social isolation, 32 workplace flexibility and, 218-219 Social support, 52 Partner, 18-20, 24, 36, 44 Sports activities, 20 Pearson's r correlation tests, 214 Standardized factor loadings of Perceived autonomy, 205 WLB, 81 Personal resources, 16, 18, 203, 218 Strain-based work-family conflict, role blurring and boundary 43, 208 management, 20-22 Stressors, 203 self-regulation, 22-23 Structural equation modeling, 80 two faces of commuting, 20 Subjective well-being, 165 cross-partner effects, 175 Positive parenting behavior, 213 flexible working arrangements broadband scale, 213 and subjective well-being Positive reinforcement, 214 among parents, 166–168 subscale, 214 Superiors, 106 Supervisor support, 206, 224 Pre-COVID, 10 Pre-pandemic sample, 112 Supervisors, 51

Index 233

relationships with supervisor and	devotion schema, 136
co-workers, 43	overload, 75
supervisory support for WLB, 12	pressure, 12, 16
WFH and relationships with	resources, 17-18, 203
co-workers and, 39-41	spheres, 120
	tasks, 7
Task interdependency, 12	work-family multitasking, 107
Telecommuting, 53 <i>n</i> 1	work-family border theory, 36,
Telephone, 39	102, 104, 107, 166
Telework, 53n1, 104, 116, 131 (see also	work-family enrichment, 218
Remote work)	work-family policy, 202
among parents, 104–105	work–family support, 48
availability and use of telework in	work-home conflict, 203
Germany, 105–106	work-home enrichment process,
effects of telework on WFC, 115-119	203, 218
as enabler of better temporal	Work design questionnaire (WDQ), 12
alignment of work and	Work-interfering-with family (WIF), 208
private life, 132–135	conflict, 209
mediating role of, 107–108	WIF-guilt, 210
Teleworking, 163–165	Work-interfering-with-family guilt
cross-partner effects, 175	scale (WIFGS), 214
data, 170	Work-life integration, 32–35, 44, 50–53
Temporal alignment, 131–137	Work-life segmentation, 36
Temporal flexibility, 43, 53	Work-to-family conflict (WFC),
Temporal strategies, 21	32, 42–43, 73, 104–105,
Time-based WFC, 43, 208	113–114, 208
Traditional gender-role models, 147	availability and use of telework in
	Germany, 105
U.K., 163	flexible work and, 35–37
Understanding Society, 168, 170	gender differences, 106
data set, 170, 173	importance of occupational status,
survey data, 182	105–106
Upper-middle class working mothers,	measures, 112–113
221	mediating role of telework, 107–108
	moderated mediation analysis, 115
Vertical gender segregation, 106	moderating role of COVID-19
	pandemic, 109–111
Warmth behavior, 216–217	moderating role of gender, 108–109
Warmth subscale, 214	need for additional flexibility when
Women, 162, 209	working from home, 37–39
different effects for women and	occupational status and work-
men with and without family	to-family conflicts among
responsibilities, 132–135	parents, 107
Work, 12	and telework among parents,
context, 5, 75	104–105
demands, 17–18, 203	WFH and, 34–41

Work-family domain, 202 Working part-time, 109 work-family guilt in, 208 Working remotely during COVID Work-family guilt, 202, 209, 211, 19-Pandemic, 79-81 214-215, 223 Finnish context during COVID-19 influence of work-family guilt on pandemic, 72 parenting practices, 210 JD-R Theory, 72-73 and parenting behavior, 218-219 job demands and resources and policy and practice implications, WLB in remote work 221 - 222context, 74-77 role of, 207-211 non-work demands and resources. and W-HRM, 204-206 in work–family domain, 208 number and age of children at and work-family guilt, 219-220 home and WLB, 77-78 workplace flexibility and, 219–220 remote work and WLB, 73-74 Work-home resources model time saved from commuting and (W-HRM model), 203, 220 WLB, 78–79 parenting behavior and, 206-207 Work-life balance (WLB), 70, 73–77, workplace flexibility and, 204-206 80-81, 85, 164-165 Working conditions, 102–103, 106 number and age of children at Working from home (WfH), 7-8, 50, home and, 77–78 in remote work context, 74 53*n*1, 130, 135, 138–139, 168 analytical strategy, 44–45 satisfaction, 5–8, 12 informal overtime at home as time saved from commuting and, impediment, 135–137 78-79 need for additional flexibility when, Workload, 71, 74 37 - 39Workplace culture, 33, 138, 222 and relationships with co-workers Workplace flexibility, 163, 202, 211, and supervisors, 39-41 213-215 telework as enabler of better as contextual resource, 204 temporal alignment of work and home outcomes, 206 and private life, 132-135 and parenting behavior, 218-219 theoretical considerations and and W-HRM, 204-206 and work-family guilt, 219-220 previous research, 132 work-family conflict, 34-41 Workplace policies, 224 Working mothers, 211, 214–215 Workplace policy-related interventions, 222 and parenting behavior, 218–219 policy and practice implications, World Happiness Report (2015), 221 - 222182*n*1 procedure and instrument, 211-213 and W-HRM, 204-207 Zero drag, 106 and work-family guilt, 219-220