



FLORIDA STATE  
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# **Work-Family Balance & Well-being: Implications of Technology**

Joseph G. Grzywacz, Ph.D.

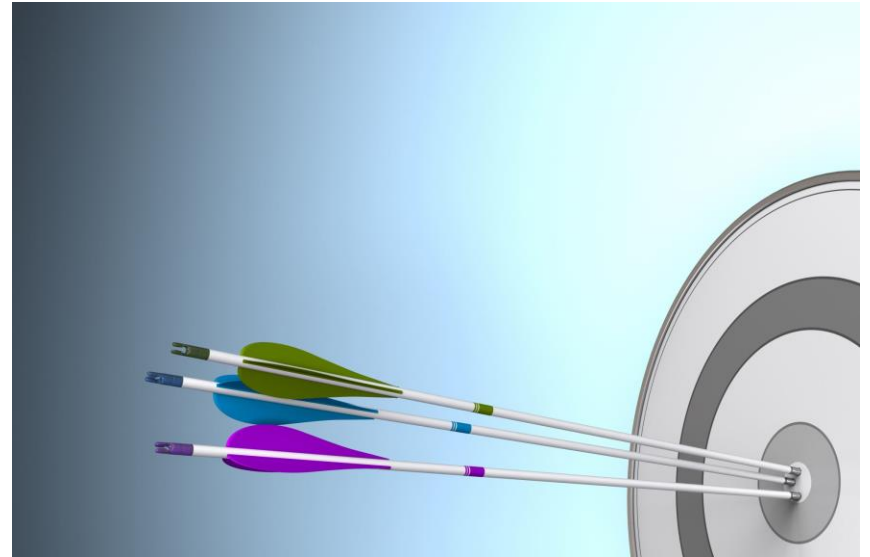
Invited Panel for the United Nations'  
Commission for Social Development

10 February 2021



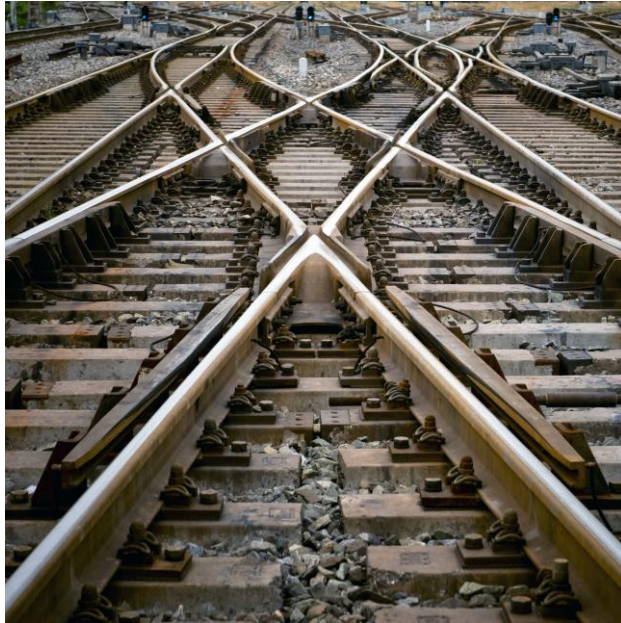
# The Primary Goal

Equip participants to enact initiatives to help individuals, especially women, achieve work-family balance





# Topics to Achieving the Goal



- Alternative views of work-family balance
- Work-family balance to well-being
- Distinctive strategies for pursuing work-family balance
  - Implications for Technology



# Perspectives on Work-Family Balance

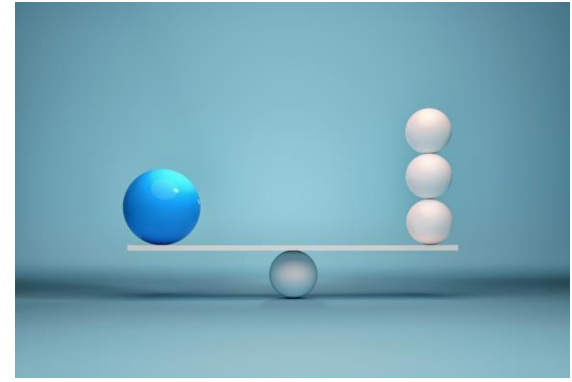
## Interference



## Enrichment



## Current View





# Pursuing Balance: The Priority Hypothesis

- Thesis: Meeting work and family responsibilities is a primary task for adulthood
- Solutions
  - Eliminate forced choices between work and family
  - Support threatened priorities
  - Redefine priorities





# Pursuing Balance: The Synergy Hypothesis

- Thesis: “Work” and “family” are complementary spheres of life, and therefore beneficial.
- Solutions
  - Exploit leverage points
  - Align public-private priorities
  - Eliminate impediments

$$2 + 2 = 5$$



# Pursuing Balance: The Time-bind Hypothesis



- Thesis: There is insufficient time to meet both work and family responsibilities
- Solutions
  - “Make Time”
  - Pursue efficiencies
  - Manage time



# Pursuing Balance: The Strain Hypothesis

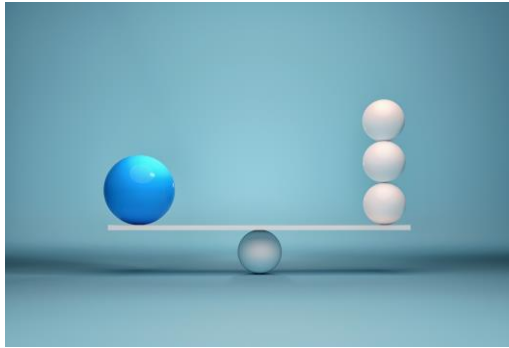
- Thesis: Pursuing both work and family responsibilities is too much.
- Solutions
  - Complementary specialization
    - “Balance” is a family not an individual issue
  - Build supports to mitigate strain







# Work-Family Balance & Well-being: A Summary Model



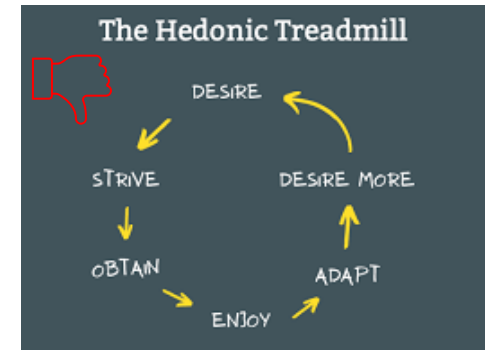
Work-family balance



Well-being

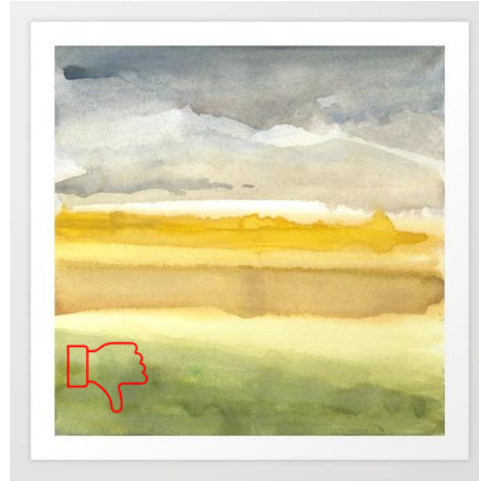
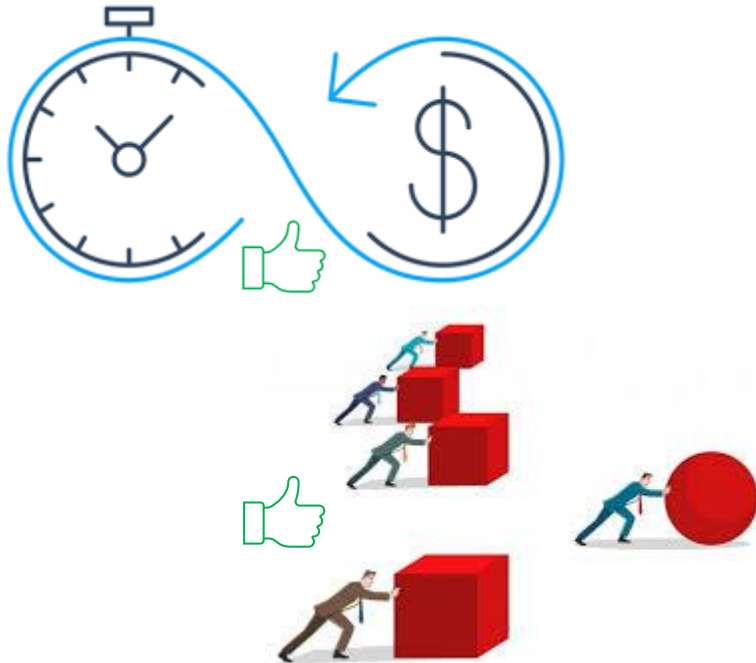


# Priority H<sub>1</sub>: Implications of Technology



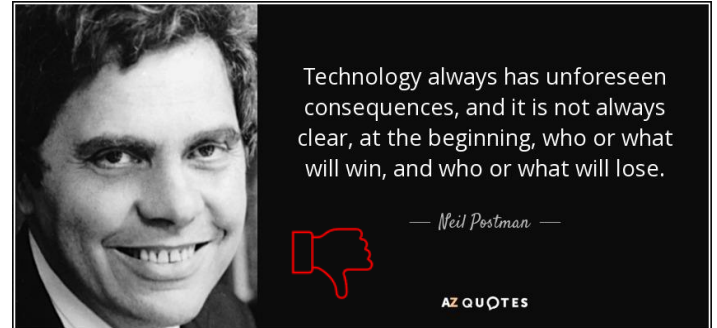
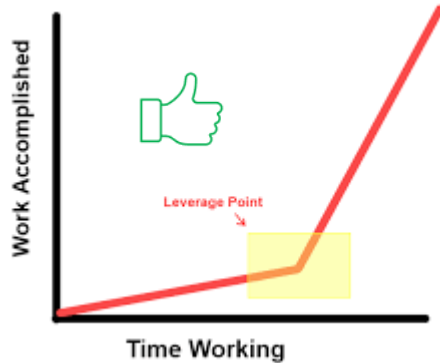
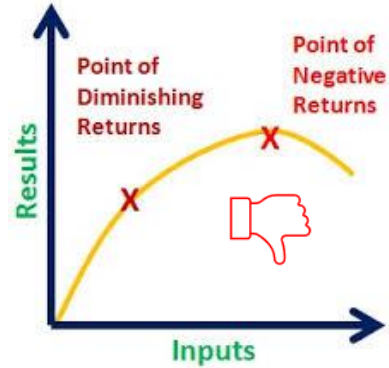


# Time Bind $H_1$ : Implications of Technology



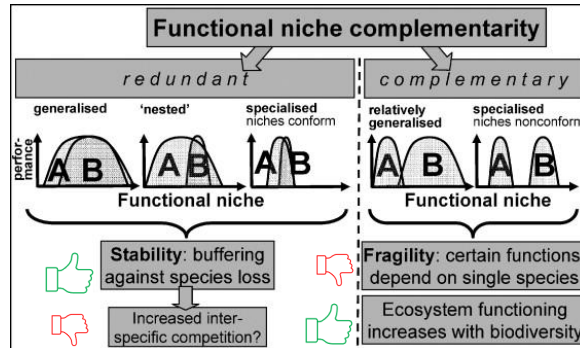
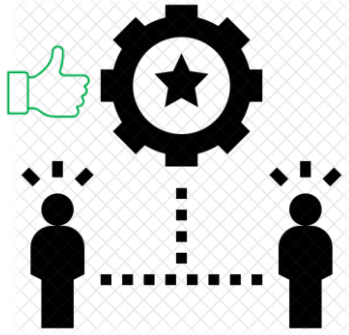


# Synergy H<sub>1</sub>: Implications of Technology





# Strain $H_1$ : Implications of Technology



**CHOICE**



**OBLIGATION**



# Summary of Main Points

- The idea of work-family balance has several distinctive meanings
- Work-family balance likely facilitates enhancements to well-being and population health.
  - But, the linkage depends on: (1) cultural views of “balance” and (2) which specific domain of health.
- Strategies to promote work-family balance require knowing its local meaning and selecting appropriate tools
  - Information technology can enhance and impede work-family balance. Watch out for unanticipated consequences.