THE LONGITUDINAL RELATIONSHIP BETWEEN WORK-TO-FAMILY CONFLICT AND CHILD INTERNALIZING BEHAVIORS: ANTECEDENTS, MEDIATORS, MODERATORS IN A NATIONWIDE STUDY

A THESIS SUBMITTED TO
THE GRADUATE SCHOOL OF SOCIAL SCIENCES
OF
MIDDLE EAST TECHNICAL UNIVERSITY

BY

GÖZDE BABAOĞLU

IN PARTIAL FULFILLMENT OF THE REQUIREMENTS
FOR
THE DEGREE OF DOCTOR OF PHILOSOPHY
IN
THE DEPARTMENT OF PSYCHOLOGY

AUGUST 2025

Approval of the thesis:

THE LONGITUDINAL RELATIONSHIP BETWEEN WORK-TO-FAMILY CONFLICT AND CHILD INTERNALIZING BEHAVIORS: ANTECEDENTS, MEDIATORS, MODERATORS IN A NATIONWIDE STUDY

submitted by **GÖZDE BABAOĞLU** in partial fulfillment of the requirements for the degree of **Doctor of Philosophy in Psychology, the Graduate School of Social Sciences of Middle East Technical University** by,

Prof. Dr. Sadettin KİRAZCI
Dean
Graduate School of Social Sciences _____

Prof. Dr. BENGİ ÖNER ÖZKAN
Head of Department
Department of Psychology _____

Prof. Dr. SİBEL KAZAK BERUMENT
Supervisor
Department of Psychology _____

Examining Committee Members:

Assoc. Prof. Dr. Başak ŞAHİN ACAR (Head of the Examining Committee)
Middle East Technical University
Department of Psychology _____

Prof. Dr. Sibel KAZAK BERUMENT (Supervisor)
Middle East Technical University
Department of Psychology _____

Prof. Dr. Dilek SARITAŞ ATALAR
Ankara University
Department of Psychology _____

Prof. Dr. Aysun DOĞAN
Ege University
Department of Psychology _____

Assist. Prof. Dr. Zeynep Müberra SUATA
Middle East Technical University
Department of Psychology _____

I hereby declare that all information in this document has been obtained and presented in accordance with academic rules and ethical conduct. I also declare that, as required by these rules and conduct, I have fully cited and referenced all material and results that are not original to this work.

Name, Last Name: Gözde BABAOĞLU

Signature:

ABSTRACT

THE LONGITUDINAL RELATIONSHIP BETWEEN WORK-TO-FAMILY CONFLICT AND CHILD INTERNALIZING BEHAVIORS: ANTECEDENTS, MEDIATORS, MODERATORS IN A NATIONWIDE SAMPLE

BABAOĞLU, Gözde
Ph.D., The Department of Psychology
Supervisor: Prof. Dr. Sibel KAZAK BERUMENT

August 2025, 180 pages

The primary aim of this thesis was to investigate the longitudinal relationship between parents' work-to-family conflict and child internalizing behaviors using data from a nationwide Turkish sample. Study 1 examined the antecedents of employed parents' work-to-family conflict at Time 1. Following, Study 2 examined the indirect association between parents' work-to-family conflict at Time 1 and children's internalizing behaviors at Time 2 in grades 1 to 11 for each parent. The mediating role of perceived parental rejection and the moderator roles of marital conflict and social supports were investigated. Antecedents of work-to-family conflict was examined with hierarchical multiple regression analyses. Several demographic, work, and non-work-related antecedents were related to parents' levels of work-to-family conflict. To examine the link between work-to-family conflict and child internalizing behaviors, structural equational modeling was performed. High levels of marital conflict, family, and friend social support of fathers were significant, but high levels of significant other social support showed a trend for fathers. As fathers' marital conflict and all types of

social supports increased, the indirect effect became stronger. Increases in fathers' work-to-family conflict at Time 1 were associated with increases in child internalizing behaviors over time, mediated by increases in perceived parental rejection at Time 1. For mothers, the high levels of marital conflict and significant other social support showed a trend, and the indirect effect became weakened. Increases in mothers' work-to-family conflict at Time 1 were associated with decreases in child internalizing behaviors over time, mediated by decreases in perceived parental rejection at Time 1.

Keywords: Work-to-Family Conflict, Parental Rejection, Social Support, Marital Conflict, Internalizing Problems

ÖZ

İŞTEN AİLEYE OLAN ÇATIŞMA VE ÇOCUKLARIN İÇE YÖNELİM DAVRANIŞLARI ARASINDAKİ BOYLAMSAL İLİŞKİ: ÖNCÜLLER, ARACILAR VE DÜZENLEYİCİLERLE ULUSAL BİR ÇALIŞMA

BABAOĞLU, Gözde
Doktora, Psikoloji Bölümü
Tez Yöneticisi: Prof. Dr. Sibel KAZAK BERUMENT

Ağustos 2025, 180 sayfa

Bu tezin temel amacı, ebeveynlerin işten aileye olan çatışması ile çocukların içselleştirme davranışları arasındaki boylamsal ilişkiyi ulusal bazdaki Türkiye örneklem üzerinden incelemektir. Birinci çalışma ebeveynlerin işten aileye olan çatışmasının öncüllerini araştırmıştır. İkinci çalışma ise ebeveynlerin işten aileye olan çatışması ile 1. sınıftan 11. sınıfa kadar olan çocuklarının içselleştirme davranışları arasındaki boylamsal ilişkiyi her bir ebeveyn için incelemiştir. Ebeveynden algılanan reddedici davranışlar aracı değişken olarak, evlilik çatışması ve sosyal destekler ise düzenleyici değişken olarak alınmıştır. İşten aileye olan çatışmanın öncülleri hiyerarşik çoklu regresyon analiziyle ölçülmüştür. Pek çok demografik, işle ilgili ve iş dışı öncüller ile ebeveynlerin işten aileye olan çatışması arasında bir ilişki bulunmuştur. İşten aileye olan çatışma ile içe yönelim davranışları arasındaki ilişki ise yapısal eşitlik modeli kullanılarak incelenmiştir. Babanın evlilik çatışmasının, aileden ve arkadaştan gelen sosyal desteğin yüksek olduğu modeller anlamlı olmakla birlikte önemli birinden gelen sosyal desteğin yüksek olduğu model trend düzeyinde

anlamlıdır. Babanın evlilik çatışmasının ve tüm sosyal destek türlerinin yüksek olduğu durumda durumsal aracılık analizinin etkisi güçlenmiştir. Babanın birinci zamandaki işten aileye olan çatışmasındaki artış çocukların ikinci zamandaki içe yönelim davranışlarındaki artışla çocukların babalarının davranışlarını daha reddedici olarak algılaması ile ilişkilidir. Annenin evlilik çatışmasının ve önemli birinden gelen sosyal desteğin yüksek olduğu durumda modeller trend düzeyinde anlamlıdır. Annenin evlilik çatışmasının ve önemli birinden gelen sosyal desteğin yüksek olduğu durumda durumsal aracılık analizinin etkisi azalmıştır. Annenin birinci zamandaki işten aileye olan çatışmasındaki artış çocukların ikinci zamandaki içe yönelim davranışlarındaki azalmaya çocukların annelerinin davranışlarını daha az reddedici olarak algılaması üzerinden gerçekleşmiştir.

Anahtar Kelimeler: İşten Aileye Çatışma, Ebeveyn Reddi, Sosyal Destek, Evlilik Çatışması, İçe Yönelim Problemleri

To my beloved family

ACKNOWLEDGMENTS

First and foremost, I would like to express my sincere thanks to my dear supervisor, Prof. Dr. Sibel Kazak Berument, for her invaluable guidance and contributions throughout this long but exciting journey. Her insightful feedback and encouragement have been highly valuable in shaping this thesis and my development as a researcher. Also, being a part of "Türkiye Family, Child and Adolescent Project", which was funded by The Scientific and Technological Research Council of Turkey (TÜBİTAK), has been a valuable contribution to my academic experience. I want to thank her very much for allowing me to be part of this project, which played a crucial role in the development of this thesis.

Second, I am sincerely grateful to my committee members, Assoc. Prof. Dr. Başak Şahin-Acar and Prof. Dr. Dilek Sarıtaş-Atalar for their valuable comments, contributions, and guidance throughout my thesis. Moreover, I would like to thank the examining committee members, Prof. Dr. Aysun Doğan and Assist. Prof. Dr. Zeynep Müberra Suata for their thoughtful suggestions and constructive feedback.

This thesis has been conducted as a part of the "Türkiye Family, Child and Adolescent Project", and was completed through the dedication and collective effort of team members in this nationwide longitudinal project. I wish to extend my appreciation to all my CDLab members and other contributors involved in this project.

I want to express my deepest gratitude to my family; my mother, my father, and my brother. I would like to thank my father for encouraging me on the path to becoming an academic. To my mother, I owe more than words can express. As a working mother, you were my source of inspiration during my life. Your dedication, endless sacrifices, unconditional love, and support have shaped the person I am today. I cannot have come this far and completed this thesis without your involvement.

Moreover, I am sincerely thankful to my parents-in-law for helping me and driving with me to different cities to collect the data, and for taking care of my son during this process. I am grateful to my sisters-in-law for bringing joy to my days and for helping to look after my son during my PhD thesis.

I would like to express my deepest gratitude to my beloved husband for trying to facilitate this stressful process as much as he could with his endless love, support, and understanding. Balancing academic life and parenthood was not easy for us. His belief in me, even in moments when I doubted myself, has been my source of courage. He made my work easier by accompanying me during every step in my life. My son and I are glad to have you in our lives.

To my precious son, before you came into my life, I never knew I could be this strong. With your presence in our lives, your father and I came to realize that even the smallest moments with you are truly the most precious. I feel sorry for the time I could not spend with you because of my work. Throughout every long hour of study, I held onto the thought that these days would pass and that we would share many happy days. I love you very much.

As my final words, I wrote my master's thesis as the daughter of a working mother, and I am completing my doctoral thesis as a working mother myself. This journey has strengthened my belief that women can accomplish anything they aspire to as long as they believe in themselves.

TABLE OF CONTENTS

PLAGIARISM iii

ABSTRACT iv

ÖZ vi

DEDICATION viii

ACKNOWLEDGMENTS ix

TABLE OF CONTENTS xi

LIST OF TABLES xvi

LIST OF FIGURES xvii

LIST OF ABBREVIATIONS xviii

CHAPTERS

1. OVERVIEW 1

2. STUDY 1 3

2.1 Introduction 3

2.1.1 Work-Family Conflict Theory 5

2.1.1.1 Conceptual Approaches to Work-to-Family Conflict 6

2.1.1.1.1 Role Theory and Scarcity Theory 6

2.1.1.1.2 Sources of Conflict Theory 7

2.1.1.1.3 Rational Theory 8

2.1.1.1.4 Gender Theory 8

2.1.1.2 Antecedents of Work-to-Family Conflict 9

2.1.1.2.1 Demographic Factors 10

2.1.1.2.2 Work-Related Factors 11
2.1.1.2.3 Non-Work-Related Factors 13
2.1.1.2.4 Mental Health Problems 14
2.1.1.2.5 Marital Conflict 15
2.1.1.2.6 Social Support 16
2.1.2 Research Objectives & Hypotheses 18
2.2 Method 19
2.2.1 Participants 19
2.2.2 Measures 20
2.2.2.1 Demographic Variables 20
2.2.2.2 Marital Conflict 20
2.2.2.3 The Depression, Anxiety, and Stress 21
2.2.2.4 Perceived Social Support 21
2.2.2.5 Child Temperament 22
2.2.2.6 Work-Family Conflict 23
2.2.3 Procedure 23
2.2.4 Analysis Plan 24
2.3 Results 25
2.3.1 Preliminary Analyses 25
2.3.2 The Bivariate Correlational Statistics 26
2.3.2.1 Bivariate Correlations Between Study Variables for Mothers 26
2.3.2.2 Bivariate Correlations Between Study Variables for Father 30
2.3.3 Hierarchical Multiple Regression Analyses for Work-to-Family Conflict 33
2.3.3.1 Results for Maternal Work-to-Family Conflict 33
2.3.3.2 Results for Paternal Work-to-Family Conflict 37
2.4 Discussion 40

2.4.1 Main Findings of The Study 1 40
2.4.2 The Link Between Demographics and Work-to-Family Conflict 40
2.4.3 The Link Between Family Factors and Work-to-Family Conflict 43
2.4.4 The Link Between Work Factors, and Work-to-Family Conflict 45
2.4.5 The Link Between Mental Health and Work-to-Family Conflict 46
2.4.6 The Link Between Marital Conflict and Work-to-Family Conflict 47
2.4.7 The Link Between Social Support and Work-to-Family Conflict 48
3. STUDY 2 50
3.1 Introduction 50
3.1.1 The Direct and Indirect Association Between Work-to-Family Conflict and Child Internalizing Behaviors 52
3.1.1.1 The Indirect Association Through the Marital Conflict 57
3.1.1.2 The Indirect Association Through the Social Support 59
3.1.2 Research Objectives & Hypotheses 61
3.2 Method 64
3.2.1 Participants 64
3.2.2 Measures 66
3.2.2.1 Demographic Variables 66
3.2.2.2 Marital Conflict 66
3.2.2.3 Perceived Social Support 66
3.2.2.4 Child Internalizing Behaviors 67
3.2.2.5 Parental Rejection 67
3.2.2.6 Work-Family Conflict 68
3.2.3 Procedure 68
3.2.4 Analysis Plan 70
3.3 Results 70

3.3.1 Preliminary Analyses 70
3.3.2 The Bivariate Correlational Statistics Between Study Variables 71
3.3.2.1 Bivariate Correlations of Variables for Mother-Child Pairs 71
3.3.2.2 Bivariate Correlations of Variables for Father-Child Pairs 73
3.3.3 The Moderated Mediation Analyses 74
3.3.3.1 Mediating Role of Perceived Parental Rejection and Moderator Role of Marital Conflict for Mothers 75
3.3.3.2 Mediating Role of Perceived Parental Rejection and Moderator Role of Family Social Support for Mothers 78
3.3.3.3 Mediating Role of Perceived Parental Rejection and Moderator Role of Friend Social Support for Mothers 80
3.3.3.4 Mediating Role of Perceived Parental Rejection and Moderator Role of Significant Other Social Support for Mothers 82
3.3.3.5 Mediating Role of Perceived Parental Rejection and Moderator Role of Marital Conflict for Fathers 84
3.3.3.6 Mediating Role of Perceived Parental Rejection and Moderator Role of Family Social Support for Fathers 88
3.3.3.7 Mediating Role of Perceived Parental Rejection and Moderator Role of Friend Social Support for Fathers 90
3.3.3.8 Mediating Role of Parental Rejection and Moderator Role of Significant Other Social Support for Fathers 92
3.4 Discussion 95
3.4.1 The Current Study 95
3.4.2 The Relationship Between Work-to-Family Conflict, Perceived Parental Rejection, and Child Internalizing Behaviors 96
3.4.3 The Role of Marital Conflict on The Relationship Between Work-to-Family Conflict and Child Internalizing Behaviors 100

3.4.4 The Role of Social Supports on The Relationship Between Work-to-Family Conflict and Child Internalizing Behaviors 104
4. GENERAL DISCUSSION AND CONCLUSION 109
4.1 Strengths 114
4.2 Limitations & Future Directions 115
4.3 Practical Implications 116
REFERENCES 120
APPENDICES
A. APPROVAL OF THE METU HUMAN SUBJECTS ETHICS COMMITTEE 153
B. APPROVAL OF MINISTRY OF EDUCATION 154
C. MEASURES ACROSS TIME POINTS 156
D. CURRICULUM VITAE 157
E. TURKISH SUMMARY/TÜRKÇE ÖZET 159
F. THESIS PERMISSION FORM/TEZ İZİN FORMU 180

LIST OF TABLES

Table 1. Demographic Characteristics of Parents at Study 1 19
Table 2. Bivariate Correlations Between Study Variables for Mothers (N=1396) ... 29
Table 3. Bivariate Correlations Between Study Variables for Father (N= 711) 32
Table 4. Hierarchical Multiple Regression for Maternal Work-to-Family Conflict . 34
Table 5. Hierarchical Multiple Regression for Paternal Work-to-Family Conflict... 38
Table 6. Demographic Characteristics of Parents at Study 2 65
Table 7. Demographic Characteristics of Children at Study 2 65
Table 8. Bivariate Correlations for Variables in Mother-Child Pairs (N= 860)..... 72
Table 9. Bivariate Correlations for Variables in Father-Child Pairs (N= 469) 73
Table 10. Direct Paths of Moderated Mediation Analyses for Mothers..... 77
Table 11. The Moderated Mediation Results for Mothers 78
Table 12. Direct Paths of Moderated Mediation Analyses for Fathers 86
Table 13. The Moderated Mediation Results for Fathers..... 87

LIST OF FIGURES

Figure 1. Proposed Moderated Mediation Model for Parents 62
Figure 2. Moderated Mediation Analysis for Marital Conflict (Model 1) 76
Figure 3. Moderated Mediation Analysis for Family Social Support (Model 2) 79
Figure 4. Moderated Mediation Analysis for Friend Social Support (Model 3) 81
Figure 5. Moderated Mediation Analysis for Significant Other Social Support (Model 4) 82
Figure 6. Simple Slope Analysis for Significant Other Social Support 83
Figure 7. Moderated Mediation Analysis for Marital Conflict (Model 5) 85
Figure 8. Moderated Mediation Analysis for Family Social Support (Model 6) 88
Figure 9. Simple Slope Analysis for Family Social Support 89
Figure 10. Moderated Mediation Analysis for Friend Social Support (Model 7) 91
Figure 11. Simple Slope Analysis for Friend Social Support 92
Figure 12. Moderated Mediation Analysis for Significant Other Social Support of Fathers (Model 8) 93
Figure 13. Simple Slope Analysis for Significant Other Social Support of Fathers . 94

LIST OF ABBREVIATIONS

TÜBİTAK	Türkiye Bilimsel ve Teknolojik Araştırma Kurumu
TÜİK	Türkiye İstatistik Kurumu
PPS	Probability-Proportional-to-Size Sampling
WTFC	Work-to-Family Conflict

CHAPTER 1

OVERVIEW

The underlying factors of work-to-family conflict are crucial for understanding the consequences of work-to-family conflict on employed parents and their family members. Therefore, the current thesis, as a part of a longitudinal project, aimed to examine the association between work-to-family conflict and child internalizing behaviors over time, with two consecutive studies. In this regard, Study 1 aimed to investigate antecedents of parents' work-to-family conflict with demographic, work, and non-work-related factors rather than focusing particularly on employee-level outcomes. The antecedents related to work-to-family conflict were examined using a first wave of a Turkish nationwide sample from the longitudinal project. To better understand the antecedents of work-to-family conflict, theoretical groundings of work-to-family conflict were introduced first, followed by possible underlying factors of work-to-family conflict were presented in three main categories: individual factors, work-related factors, and non-work-related factors. In the method section, the characteristics of the participants of Study 1 were introduced in detail, and the measures included in the study were briefly explained. The results section of Study 1 included preliminary analyses, bivariate correlation analyses of study variables, and results of hierarchical multiple regression analyses to examine demographic, work, and non-work-related antecedents in a specific order. Lastly, the discussion section of Study 1 discussed the findings of Study 1 in depth with the existing literature.

In addition to Study 1, which examined the antecedents of the Turkish parents' work-to-family conflict from a nationwide sample, in Study 2, the indirect association between parents' work-to-family conflict and children's internalizing behaviors over time was examined. On this indirect association, perceived parental rejection of

children and adolescents were a mediator, and marital conflict and social supports were moderators of the link between parents' work-to-family conflict and perceived parental rejection. Therefore, Study 2 began with the theoretical standpoints related to the outcomes of work-to-family conflict. After that, the literature findings about the indirect association between parents' work-to-family conflict and child internalizing behaviors were introduced, followed by each possible path on the indirect association between work-to-family conflict and internalizing behaviors, through parenting behaviors, marital conflict, and social supports. The method section explained the characteristics of participants and study measures in detail. After that, the result section of Study 2 included results for preliminary analyses, bivariate correlational analyses of the variables in Study 2, and moderated mediation analyses for parents. Specifically, a moderated mediation model from parents' work-to-family conflict at Time 1 to internalizing behaviors of children and adolescents at Time 2 through the mediator role of perceived parenting rejection at Time 1 and the moderator roles of marital conflict and social supports at Time 1 was investigated with Structural Equation Modeling. The same moderated mediation model was run for each parent, with separate datasets for mother-child data and father-child data. Children's grade and gender were added to the model as covariates. After that, the findings of the studies are discussed with existing research. Lastly, a general discussion will be given to present research gaps in the literature, synthesize the results of both studies, and suggest practical implications to organizations and families.

CHAPTER 2

STUDY 1

2.1 Introduction

Work-family conflict has gained increasing attention in the early to mid-20th century due to changes in family income and demographic trends in the paid labor force. Early studies concentrated on individuals' role strain, inter-role conflict, and the obstacles of managing multiple roles simultaneously (Kahn et al., 1964). As dual-earner families and single working mothers entered the workforce, along with the development of enhanced methodological measures, studies on work and family topics increased in the late 20th century and early 21st century.

Multiple factors are associated with the unbalance between work and family spheres. Gender of the parent and cultural factors shape the association between work-to-family conflict and its antecedents (Allen et al., 2020). Women with or without children experience higher levels of work-to-family conflict than their male counterparts. Moreover, mothers with younger children reported more time-based and strain-based work-to-family conflict than mothers with older children, women without children, and men (Schulz & Reinmann, 2022). Parenthood and gender, specifically being a woman, have been highlighted in the prior research as significant risk factors for work-to-family conflict.

The perception of work-to-family conflict varies across countries. While Asian countries approach conflict between work and family domains as an opportunity for self-development, it can be perceived as a threatening factor for both work life and self

in Western countries (Aycan, 2008). Culture also influences gender roles in the family. Gender egalitarianism differs by country, such that many women across numerous countries experience gender disparities in their work and family roles (Altintas & Sullivan, 2016). While Eastern Europe and Nordic Europe have high levels of gender-based equity, Middle Eastern countries have slightly lower levels of gender roles equity (Allen et al., 2020). In Türkiye, gender egalitarianism has failed to reach European countries level. Based on the report of the World Economic Forum on Global Gender Gap (World Economic Forum, 2021), Türkiye is classified as 133rd for gender equity and 140th for women's entrance to the labor force across 156 countries, while Nordic countries such as Iceland, Finland, and Norway are at the forefront of egalitarianism. Even though egalitarian attitudes in housework and childcare have increased across the world since dual-income families increased, women's career involvement is disproportionately impacted by their family responsibilities than of fathers in Türkiye (Turkish Statistical Institute, 2024), Australia (Craig, 2006), and across numerous countries (e.g., France, Germany, Iceland, Italy, Poland, Slovenia and Spain) (Altintas & Sullivan, 2016; Ragnarsdóttir et al., 2025).

Not only is motherhood burdensome, but societal views about gender-appropriate role behavior also make fatherhood complicated (Belsky & Pensky, 1988). When society attributes fathers as principal wage earners of the family, fathers spend longer hours in paid work and identify themselves with work roles more than family roles (Schlenker, 1987). As the family's main financial provider, they may feel an increased level of stress to meet the family's financial needs (Hill, 2005). In that aspect, fathers with younger children reported more time-based work-to-family conflict compared to fathers with older children and fathers without children (Schulz & Reinmann, 2022). Since work-to-family conflict is reported by both genders (Frone, 2003; Hill et al., 2003), how employees balance work and family life, and which factors cause the conflict between work and family life have been investigated (Ragnarsdóttir et al., 2025; Kopelman et al., 1983; Leiter & Durup, 1996), but factors shaping the work-to-family conflict have been evolving. Therefore, there is a necessity for additional research in the literature to understand how and to what extent fathers and mothers experience work-to-family conflict.

A better understanding of theoretical standpoints and underlying factors leading to work-to-family conflict is an essential step toward both helping employees and preventing negative consequences for family members. Therefore, the primary aim of Study 1 is to investigate the antecedents of work-to-family conflict in a nationwide study involving parents of children and adolescents from 1st to 11th grades in Türkiye. Therefore, the following section theoretical groundings of work-to-family conflict will be introduced. These theories are Role Theory, Scarcity Theory, Rational Theory, and Gender Theory. After that, possible underlying factors of work-to-family conflict will be presented in three main categories: individual factors, work-related factors, and non-work-related factors.

2.1.1 Work-Family Conflict Theory

During the times when men were referred to as a "breadwinner" and women were viewed as a "homemaker", women's contribution to the family economy was not common (Bianchi & Milkie, 2010). Men contributed to the family's finances, whereas women were responsible for the household chores and childcare. Historically, the greatest alteration in the paid labor force has occurred with the change of traditional family structures by increased dual-income families and single working mothers (Duxbury & Higgins, 1991; Yoo, 2021). Research on the work-family conflict began in the 1960s. Work-family conflict has been historically conceptualized as a conflict between work and family roles in which requirements in work and family spheres clash with each other (Kahn et al., 1964). When an employee is unable to fulfill the demands and expectations of work and family roles simultaneously, the incompatibility of meeting the demands of both domains causes conflict (Greenhaus & Beutell, 1985; Voydanoff, 2002).

In early studies, the direction of interference referred to the unidirectional flow from work to family or vice versa (Greenhaus & Beutell, 1985; Carlson et al., 2000). Additionally, the work and family domains are considered separate systems with minimal influence on each other (Chow & Bertheide, 1988; Haas, 1999). Later, the

reciprocal relationship between work and family is introduced (Frone et al., 1997), and the interrelated association between work and family domains is widely accepted (Mesmer-Magnus & Viswesvaran, 2005). There are two directions between work and family life. The interference of work roles with family roles was defined as work-to-family conflict (WTFC) (Netemeyer et al., 1996). The opposite direction refers to the extent to which family responsibilities interfere with work responsibilities, known as family-to-work conflict (FTWC) (Frone et al., 1992a).

The interference between work and family roles is based on the permeability of the work and family domains. Since the first studies on work-family conflict in the 1960s (Kahn et al., 1964) to the present day, family life seems more permeable than work life in industrialized societies. The prevalence of the work-to-family conflict is more prevalent than the family-to-work conflict (Leiter & Durup, 1996; Frone, 2002), so developmental psychologists have focused on the work-to-family conflict (Leiter & Durup, 1996). Therefore, the following sections will present theoretical concepts in work-to-family conflict to understand its antecedents.

2.1.1.1 Conceptual Approaches to Work-to-Family Conflict

2.1.1.1.1 Role Theory and Scarcity Theory

There has been a growing interest in how multiple roles shape an individual's behavioral outcomes. Role expectations are shaped by the social structure that an individual's role (e.g., work and family roles) requires specific role-related behaviors (Kahn et al., 1964; Jackson & Schuler, 1985). When employees cannot handle their work role effectively, they may experience difficulties in their psychological well-being (Michel et al., 2010; 2011). To understand the effects of role pressures, the Scarcity theory has been built upon the existing Role theory.

According to Scarcity theory (Goode, 1960), the difficulty of performing multiple roles drains the emotional, physical, and psychological resources of employees, which in turn leads to role conflict (Frone et al., 1997; Madsen & Hammond, 2005).

The scarcity may occur when either employee is unable to perform multiple roles simultaneously or different obligations in those roles clash with each other (Goode, 1960). Scarcity theory and Role theory are the groundwork for the Sources of Conflict Theory, that employees' depleted time, increased strains, and behavioral demands of multiple roles are related to work-to-family conflict (Vieira et al., 2012).

2.1.1.1.2 Sources of Conflict Theory

There are different sources of work-to-family conflict, which Greenhaus and Beutell (1985) categorized as time-based, strain-based, and behavior-based conflict. To understand both the direction of the interface and sources of conflict, Carlson et al. (2000) define time-based, strain-based, and behavior-based conflict. Time-based conflict may emerge when increased time allocation to the work role limits employees' performance in the family role (Carlson et al., 2000). Work-related factors, which are inflexible work schedules, extensive work hours, or working with shifts, are related to employees' time-based conflict (Elloy & Smith, 2004). For example, when parents work on the weekend, they might miss family activities; in turn, the employee perceives greater work-to-family conflict (Frone et al., 1992b).

Strain-based conflict refers to psychological difficulties in performing their work role that undermine meeting the obligations in the family role (Elloy & Smith, 2004). Such strain in the work role makes employees' participation in the family role difficult by diminishing individual resources (e.g., time and energy) to effectively perform in the family role (Edwards & Rothbart, 2000; Frone et al., 1997). Among Turkish employees, strain-based work-family conflict was found as one of the most salient sources of conflict (Koyuncu et al., 2009). Behavior-based conflict states that behavioral demands of work roles may hinder the behavioral requirements of family roles, which in turn destroys the harmony between work and family life (Kinnunen & Mauno, 1998). Only one study has examined the sources of conflict in Turkish employees. In Koyuncu et al.'s study (2009), older Turkish employed parents or those with high SES reported less strain-based work-to-family conflict but more behavior-based work-to-family conflict.

Taken together, employees may perceive greater work-to-family conflict when the time investment to work life is extensive, the behavioral requirements of workload are high, and strains at work are burdensome (Shockley et al., 2017).

2.1.1.1.3 Rational Theory

Rational Theory claims that the amount of conflict between work and family life is related to employees' increased time devoted to work or family roles (Pleck, 1977). The extensive time investment in work roles increases employees' work-to-family conflict due to the decrease in the average number of hours spent at family roles (Gutek et al., 1991). The Rational Theory is highly associated with traditional gender roles. Men spend more time on their work roles, whereas household tasks and childcare are attributed to women's responsibilities (Lee et al., 2003; Li et al., 2020; McElwain et al., 2005). Since family life requires considerable investment of time, effort, and commitment, career women might feel more conflict between work and family life when the additional time she spends at work forces limits on the remaining time in family life (Shockley et al., 2017). A more in-depth examination of how gender is related to employees' work-to-family conflict will be discussed in the Gender Theory.

2.1.1.1.4 Gender Theory

There are a number of perspectives on gender and work-to-family conflict (McElwain et al., 2005). Factors that are escalating the frequency and intensity of work-to-family conflict differ based on gender. The most salient factors for work-to-family conflict include traditional gender roles and societal expectations (Bianchi & Milkie, 2010). The research on the division of domestic work showed that parents do not share equal responsibilities in the household.

Career women with children appear to have a double burden, which is working at paid employment to support the family financially and dedicating the remaining time to the family (Aycan, 2004; Fredriksen-Goldsen & Scharlach, 2001; Yoo, 2021). In terms of gender equity in employment, international data indicated that Turkish women have

one of the lowest participations in the workforce across 156 countries (World Economic Forum, 2021). Also, their average time in childcare and domestic chores was six times more than their husbands' (Turkish Statistical Institute, 2024). Even though fathers' involvement in the housework and childcare has been increasing in recent decades, mothers devoted more time and effort to their family roles (Renk et al., 2003; Yoo, 2021). Nonetheless, such an increase in men's involvement in family life permits women to devote more time to their work domains (Perry-Jenkins & Gerstel, 2020). But when career women hold work roles more central than their family roles, they may feel more guilty about parenting, specifically for decreased time with children (Aycan, 2008; Cho & Allen, 2012), which increases their work-to-family conflict (Makela et al., 2017; Wharton & Blair-Loy, 2006).

Researchers tried to answer why working men's and women's dedicated time to the work and family spheres was dissimilar, especially for child-rearing families. Research on this matter suggests that men and women experience work-to-family conflict differently. Accordance to the rational theory and gender roles, men and women value their work and family roles. Men allocate more time to work, while women spend longer hours on their family responsibilities (Knoester & Eggebeen, 2006; Perry-Jenkins & Gerstel, 2020). While women tend to define less permeable boundaries for the family domain, men tend to define clear boundaries for their work domain (Bielby & Bielby, 1989; Cerrato & Cifre, 2018; Shockley et al., 2017). As the family's primary financial provider, fathers also feel an increased level of stress to meet the family's economic needs. Thus, fathers are also vulnerable to work-to-family conflict (Cooklin et al., 2016a). Therefore, further research is needed to identify the factors related to work-to-family conflict experienced by men and women. After the theoretical standpoints are introduced, the following section will present antecedents of work-to-family conflict.

2.1.1.2 Antecedents of Work-to-Family Conflict

Work and family domains have a bidirectional relationship, but their antecedents vary (French et al., 2018; Magnus & Viswesvaran, 2005). Even though previous research

demonstrated that women are at risk of work-to-family conflict due to gender roles (Kagnicioglu, 2017), recent findings indicate that men also face with greater risk of work-to-family conflict as the primary income earner in the household (Eagle et al., 1997). Findings suggest that focusing on a specific direction of the work-family conflict (French et al., 2018) instead of including both directions (Gutek et al., 1991). While some colleagues (Kossek & Ozeki, 1998; Mesmer-Magnus & Viswesvaran, 2005) claim that work-to-family conflict has more work-related antecedents than non-work-related antecedents, both work and non-work-related factors are found to be related to employees' work-to-family conflict (Byron, 2005; McElwain et al., 2005). Multiple factors need to be addressed in the antecedents of work-to-family conflict; therefore, the following sections will conceptualize the possible antecedents of employed parents' work-to-family conflict.

2.1.1.2.1 Demographic Factors

There are a number of demographic factors in the literature that were found to be related to work-to-family conflict (Aycan & Cinli, 2025), though some are inconsistent, such as age and education level of the employees. For instance, Schulz and Reimann (2022) found that the age and education level of the women were positively related to their time-based conflict and strain-based work-to-family, respectively. Furthermore, work-to-family conflict was found to be highest at early adulthood compared to other developmental stages (Matthews et al., 2010; Ozutku & Altindis, 2013). For men, younger age and more educated ones experienced more overall and time-based work-to-family conflict than older and less educated men. Kinnunen and Mauno (1998) stated that the education level of men was positively related to their work-to-family conflict but did not find age and gender of employees as directly related to work-to-family conflict. The boundaries between work and home roles are more blurred, and job pressure is higher for employees with high levels of education and socioeconomic status; they experienced greater levels of work-to-family conflict compared to their counterparts (Bianchi & Milkie, 2010; Schieman & Glavin, 2016).

Like the work life, the family life confronts employees with challenging circumstances. Marital and parental status refer to increased responsibilities and requirements in the family role, which are considered significant antecedents of work-to-family conflict. Married employees and parents responsible for young children reported more work-to-family conflict than employees who are single (Boyar et al., 2008; Eagle et al., 1997; McElwain et al., 2005; Steiner et al., 2019) and without children (Netemeyer et al., 1996). Mothers of children at preschool face a greater risk for increased work-to-family conflict than mothers of children in late childhood or adolescence (Schieman et al., 2021). Understandably, the domestic workload is more intense when families have more children and young dependents at home (Michel et al., 2010). When employed parents experience strains at work, they are more likely to perceive these stressors as clashing with their family life compared to employees who are single and/or lack parental obligations (Michel et al., 2010). In addition to individual factors, findings about work-related factors will be given in the following section.

2.1.1.2.2 Work-Related Factors

Many work-related factors in the literature were found to be highly related to work-to-family conflict, which are role conflict, role ambiguity, work overload, work flexibility, employment work patterns, and organizational social support (e.g., supervisor, coworker, family-friendly organizational policies) (Mesmer-Magnus & Viswesvaran, 2005; Michel et al., 2011). Within the work role stressor context, demanding jobs and work overload are conceptualized as primary sources of work-to-family conflict (Allen et al., 2020). Work overload occurs when an employee perceives a decreased time for family and a lack of energy to perform multiple roles at work (Liao et al, 2019). Therefore, work demands such as long work hours and nonstandard work hours increase employees' time-based antecedents of work-to-family conflict (Cho et al., 2024; Kinnunen & Mauno, 1998).

When the amount of time allocated to the work role consumes employees' time and energy for family roles, feelings of time deficits increase work-to-family conflict

(Boyar et al., 2008; Liao et al, 2019). For women, working less than 20 hours in a week was related to less work-to-family, but both men and women experienced more work-to-family when their work hours exceeded 45 hours in a week (Grzywacz & Marks, 2000; Eagle et al., 1997). Parallel with this result, Cooklin et al.'s study (2016a) with a nationally representative Australian sample demonstrated that fathers working at the usual work hours in a week did not report work-to-family conflict, whereas parents who work longer hours (which is more than 50 hours in a week) reported elevated work-to-family conflict.

Not only work hours and work overload, but also an inflexible work schedule, such as working at night or work shifts, can also increase employees' work-to-family conflict (Barnett & Gareis, 2006). Among work arrangements, shift work is related to decreased psychological and physical health of an employee (Halbesleben, 2009). Relatively short and frequent shift durations are related to more work-to-family conflict (Halbesleben, 2009; Iskra-Golec et al., 1996).

One of the reasons highlighted by employees for preferring to work fewer hours is parenting status, such that parents benefit most from part-time employment due to childcare needs (Barnett & Gareis, 2006; Genadek & Hill, 2017), but due to gender roles, women are more likely to prefer working part-time or quit the labor force for the nurturing demands (Haas, 1999; Hill et al., 2004; Kagnicioglu, 2017). According to the Turkish Statistical Institution's report on women (Turkish Statistical Institute, 2024), the prevalence of part-time employment in the Turkish labor force is higher for women, with the rate of 16.1 % compared to 7.3 % for men. Compared to mothers working full-time, mothers with dependent children showed improvements in part-time employment by lower levels of work-to-family conflict (Cho et al., 2024; Hill et al., 2004; Kagnicioglu, 2017; Kinnunen & Mauno, 1998). Flexibility in work hours enables employees to arrange their work and family lives and decrease employees' time-based work-to-family conflict (Genadek & Hil, 2017; Holmes et al., 2020). Turkish mothers with young dependents at home reported lower work-to-family conflict in flexible work schedules due to increased autonomy and control over their work (Irak, 2018). In addition to irregular work schedules and full-time employment,

employees with economic strains also experience increased work-to-family conflict; therefore, the following section will focus on financial problems as an antecedent of work-to-family conflict.

In addition to work hours and work schedule, financial problems also lead to increased work-to-family conflict. Low income indicates work-to-family conflict, because a lack of financial resources is also a source of stress for employees (Reimann et al, 2022). Even though financial problems were linked with both men's and women's work-to-family conflict, the negative impact of financial strain was more pronounced for men (Schieman & Young, 2011). The gender difference may occur due to society's attribution of breadwinner and financial provider roles as men's responsibility (Hill, 2005). In some collectivist cultures, prioritizing work over the family occurs due to a need for enhancing the socioeconomic status of the family or maintaining their welfare (Zhang et al., 2012). This may not be the case for employees from individualistic cultures, in which they may put their achievement first over family benefits (Yang et al., 2000). Altogether, the results of the studies investigating employees' work-to-family conflict suggest that work-related antecedents such as work hours and work schedule are highly related to employees' work-to-family conflict. After presenting the existing findings about work-related antecedents, the following section will focus on employees' non-work-related antecedents.

2.1.1.2.3 Non-Work-Related Factors

Family stress is one of the most salient stress factors for employed parents. Work-family conflict tends to increase at certain periods of life, especially when parents are responsible for dependent children (Jacobs & Gerson, 2001). Working parents experience more obstacles in integrating work and family demands simultaneously, along with their childcare responsibilities (Frone et al., 1997; Voydanoff, 2002). Younger children need their parents most in terms of their physical and emotional needs (Bedeian et al., 1988; Elliott, 2003). The number of children is also a source of work-to-family conflict for men and women (Boyar et al., 2008; Kinnunen & Mauno, 1998; Cooklin et al., 2015b).

Turkish parents experience more work-to-family conflict if more children or young dependents are at home (Aycan & Eskin, 2005; Kagnicioglu, 2017; Karapinar et al., 2006). Due to traditional gender roles about caring demands and housework attributed to the mothers, there may be gender differences in parents' work-to-family conflict. Caregiving responsibilities deplete mothers' emotional or cognitive resources (Reimann et al., 2022); in turn, women experience more work-to-family conflict compared to men (Perry-Jenkins & Gerstel, 2020).

In addition to the number of children and age of the children, difficult child behaviors are found as parental stressors that are associated with work-to-family conflict (Frone et al., 1992b). Family environment influences parents' work-to-family conflict (Hyde et al., 2004). However, very few studies pointed out the predictive role of difficult child characteristics. Mothers, due to spending more time with the child, reported more role strain and parenting daily hassles compared to fathers because difficult child temperament elevates parental stress (Lee et al., 2003). Moreover, more difficult children need high levels of care demands which deplete parental time and energy (Hyde et al., 2004) and lead to work-to-family conflict (Cao et al., 2023). From a nationwide study with Turkish mothers, preschool children's reactive temperament was positively related to mothers' work-family conflict (Akcinar & Ozbek, 2021). The following section will provide detailed literature findings about parents' mental health problems as antecedents of work-to-family conflict.

2.1.1.2.4 Mental Health Problems

Employees' mental health problems have a mutual and bidirectional relationship with their work-to-family conflict (Bagherzadeh et al., 2016). Even though mental health problems are a detrimental consequence of employees' work-to-family conflict, studies investigating reciprocal association have acknowledged that mental health problems can also be an antecedent of work-to-family conflict (Kinnunen et al., 2004). There are certain mechanisms through which psychological symptoms lead to work-to-family conflict. For example, mental health problems deplete an individual's resources to cope with the work-related stressors (Nilsen et al., 2016) or through the

perception of their work as stressful. On the other hand, building on the Conservation of Resources Theory (Hobfoll, 1989; Hobfoll et al., 2018), high levels of physical and emotional resources have been related to decreased work-family conflict of individuals, while depletion may cause work-to-family conflict (Westrupp et al., 2016). Based on the Affective Events Theory (Weiss & Cropanzano, 1996), mothers with poor mental health are more likely to perceive their job as stressful; therefore, they report more work-to-family conflicts (Yucel & Borgmann, 2022).

The relationship between maternal psychological distress and work-to-family conflict has been shown by several longitudinal studies. For example, high levels of mental health symptoms, commonly depression, anxiety, and stress, were shown to increase work-to-family conflict for German parents (Steinmetz et al., 2008), Finnish fathers (Kinnunen et al., 2004), Australian mothers (Westrupp et al., 2016), Norwegian mothers (Nilsen et al., 2016), and mothers in the United States (Cao et al., 2023). Similar to mental health symptoms, marital conflict and work-to-family conflict are reciprocally related (Bagherzadeh et al., 2016). Therefore, the following section will present findings about marital conflict as an antecedent of work-to-family conflict.

2.1.1.2.5 Marital Conflict

Individuals' problems in a couple relationship can increase their work-to-family conflict through a series of mechanisms. A healthy couple interaction is formed with the amount and quality of time couples spend together through joint activities and conversations (Berger & Kellner,1964) When work overload limits both the quantity and quality of time together within the family (Bagherzadeh et al., 2016; Britt et al., 2008; Kingston & Knock, 1987), there is an increased likelihood of couple arguments (Ross et al., 2019).

Moreover, the distribution of household duties is one of the sources of stress for marital relationships in which women, in general, shoulder most of the work (Mickelson et al., 2006). Unequal distribution of family roles increases marital conflict (Allen et al., 2000; Cerrato & Cifre, 2018), which in turn leads to mothers' work-to-family conflict

(Cicek-Ozdemir & Senol, 2024). Lack of spousal support is one of the indicators of couple arguments, whereas partners' instrumental and emotional supportive actions are negatively related to both partner conflict (Adams & Golsch, 2022; Heffner et al., 2004; Mickelson et al., 2006) and work-to-family conflict (Noor, 1999). Building on the existing literature that balancing work and family responsibilities may be challenging without a supportive partner, the following section will focus on the relationship between social support and parental work-to-family conflict.

2.1.1.2.6 Social Support

Social support from the occupational and non-occupational environment is a crucial coping mechanism for employees' work-to-family conflict (Kossek et al., 2011). Social support might become from organizations, family, friends, and spouse is negatively associated with an individual's work-to-family conflict. While enacted social support (i.e., actual social support) refers to an observable type of social support by giving specific supportive acts to the individual, perceived social support is related to how an individual interprets the surroundings' supportive actions (Ayman & Antani, 2008; French et al., 2018).

In terms of the types of social support, while instrumental social support requires physical efforts and facilitative behaviors to ease an individual's strains, such as a partner's help in domestic life and childcare, emotional social support is related to understanding, emotionally assisting and burden sharing attitudes and behaviors for the individual (Adams et al., 1996).

Studies point to the fact that organizational support (e.g., supervisor support, coworker support) is strongly related to employees' well-being and work-to-family conflict (Ayman & Antani, 2008; Darcy & McCarty, 2007; French et al., 2018; Kossek et al., 2011). Support from nonwork sources can also be an alleviating factor. Emotional and instrumental support from spouse and family members is also negatively related to employees' work-to-family conflict (Adams et al., 1996; Michel et al., 2011; Noor, 1999). Family support for childcare has an alleviating effect on parents' work-to-

family conflict (Mustillo et al., 2021). Family members' social support generates a feeling of security for employee parents, such as in Türkiye, because satisfaction with childcare needs helps to decrease work-to-family conflict (Aycan, 2004; Aycan & Eskin, 2005).

Spousal support eases the effects of stressors in the work and non-work domains for mothers (Edwards, 2006). The role of a significant other as a support figure is critical for mothers to avoid or buffer the unintended effects of work-to-family conflicts. Spousal support, especially in parenting daily hassles, has an alleviating effect on parents' work-to-family conflict (Noor, 2002). In dual-income families, women carry out more domestic work than their husbands, regardless of their income level (Blain, 1994; Starrels, 1994). When husbands understand the intense work on their wives, and show efforts for household chores and childcare, women feel less work-related strains (Edwards, 2006).

The mechanism of social support on an individual's strains has not been fully understood. There is a strong possibility that work-to-family conflict and social support have a bidirectional and reciprocal relationship (Adams et al., 1996). In the support-strain relationship, social support can either directly reduce the burden of work-to-family conflict (Cohen & Wills, 1985) or have a buffering effect on it (Carlson & Perrewé, 1999). Or social support can reverse buffer the stress-strain relationship. Therefore, additional research on the relationship between social support and work-to-family conflict is needed.

Overall, a number of studies investigating factors associated with the work-to-family conflict have shown that demographic characteristics of employees (age, education level, number of children, age of the youngest child, parenthood and marital status), work (SES level, work schedule, work hours), and non-work-related factors (marital conflict, child temperament, social supports, parental obligations) are antecedents of work-to-family conflict. In light of those findings, the following section will present the research objectives and hypotheses of Study 1.

2.1.2 Research Objectives & Hypotheses

Türkiye is a unique country that not only embraces east and west geographically, but also culturally (Sunar & Fisek, 2005). Even though Türkiye is a developing country characterized by collectivist values, industrialization and urbanization change and modify collectivist orientation, particularly in family networks (Ulu & Fisiloglu, 2002), and work-home balance (Aycan, 2008). Despite the significant number of studies on work-to-family conflict that have been carried out so far in Western samples, to our knowledge, no previous research has examined the antecedents of work-to-family conflict among Turkish parents, including domain-specific and cross-domain antecedents. Since the antecedents vary based on the culture (Xu et al., 2018), gender (McElwain et al., 2005), work and non-work-related factors (French et al., 2018; Magnus & Viswesvaran, 2005), examining cross-domain factors of work-to-family conflict among Turkish families will contribute to the existing literature. Understanding the predictors of work-to-family conflict among Turkish parents in a nationwide study would have implications for social policy in Türkiye. Therefore, the current study aims to understand how demographic factors, child-related factors, psychological factors, and social support are related to employed mothers' and fathers' work-to-family conflict. Considering earlier literature covered in the previous sections, the following hypotheses are stated:

H1: It is hypothesized that demographic variables (age, education level), family-related variables (depth of processing child temperament), economic variables (perceived socio-economic status), and social support (family, friend, significant other) would be negatively associated with parents' work-to-family conflict. Therefore, younger parents, parents with low education levels, children with a high level of depth of processing temperament, high socio-economic status, and social supports would be negatively associated with work-to-family conflict.

H2: It is hypothesized that family-related variables (number of children, overreaction, and negative affect child temperament), work schedule (nighttime work and shift work), mental health symptoms (depression, anxiety, stress), and marital conflict

would be positively associated with parents' work-to-family conflict. Therefore, parents with more children, parents with high levels of child overreaction and negative affect temperament, night work or work shifts, increased depression, anxiety, and stress levels, and high marital conflict would be positively associated with work-to-family conflict.

2.2 Method

The present study examines the antecedents of work-to-family conflict among Turkish parents whose children participated in a nationwide project. The study aims to identify the factors associated with work-to-family conflict among parents, focusing on their demographic variables, work and economic factors, marital relationships, mental health symptoms, perceived social support, and their child's temperamental characteristics.

2.2.1 Participants

Table 1. Demographic Characteristics of Parents at Study 1

	Mothers		Fathers	
Variables	n	%	n	%
Age	1433	-	711	-
Education Level	1450	-	711	-
Illiterate	8	0.6	0	0
Literate	12	0.8	7	1.0
Primary School	188	13.0	107	15.0
Middle School	174	12.0	109	15.3
High School	404	27.8	246	34.6
Undergraduate	570	39.3	199	28.0
Graduate	84	6.5	43	6
Number of Children	1451	-	711	-
One Child	225	15.5	75	10.5
Two Child	842	58.0	362	50.9
Three Child	305	21.0	196	27.6
Three Or More	79	5.4	78	11
Work Schedule	1450	-	706	-
Shift Work	164	11.3	134	18.8
Nighttime	29	2.0	12	1.7
Daytime	1257	86.6	560	78.8

The current study was a part of a nationwide study titled “Turkish Family, Child and Adolescent Project”. Participants were based on Time 1 data of the longitudinal project. The sample of the current study consisted of employed parents in a couple relationship. The Employed parents are not couples, but separate individuals. A total of 1414 working mothers and 729 working fathers were included in the study at Time 1. The descriptive statistics for parents are presented in Table 1.

2.2.2 Measures

2.2.2.1 Demographic Variables

Since the present study was a part of a comprehensive longitudinal project, participants were asked about several socio-demographic variables (e.g., age, education level, marital status of parents, number of children), work, and economic situation of the family. Work and economic-related questions aimed to investigate detailed information about employees’ work life. Participants indicated their work schedule in three categories: “daytime work,” “nighttime work,” and “work shifts.” One question aimed to examine employees’ perception of their self-reported income compared to the society’s income level, which was: “Where do you see your income level compared to the society you live in?” On this scale, the lowest value was 1, and the highest value was 10. Higher scores indicated a greater SES level compared to society.

2.2.2.2 Marital Conflict

The Conflict subscale in “The Love and Relationship Inventory” (Braiker & Kelley, 1979) was used to measure the participants’ marital conflict with their spouse. Five items were used to assess tension between partners, including “How often do you feel angry or resentful toward your spouse?”. Each item on the subscale was rated on a 5-point Likert-type scale, with 1 being “totally disagree” and 5 being “totally agree”. The items were translated into Turkish by the project team using the translation-back-translation method. Based on the data collected between December 2021 and June of 2022 (Time 1), the internal consistency for the Conflict subscale was found as .66 for

mothers and .68 for fathers on the Turkish nationwide sample. The composite score of the subscale was calculated by taking the mean scores of items. Higher scores represent a greater amount of marital conflict between partners.

2.2.2.3 The Depression, Anxiety, and Stress

Parents' mental health symptoms were measured by "The Depression Anxiety Stress Scale" (DASS-21; Lovibond & Lovibond, 1995), which included 21 items Sample of items were as follows: depression (e.g., "I couldn't seem to experience any positive feeling at all"), anxiety (e.g., "I found it difficult to relax"), and stress (e.g., "I felt I was close to panic"). The participants rated the frequency of their symptoms on a 4-point Likert-type scale from 0 as "Never" to 3 as "Almost Always". The Cronbach's alpha was reported as .82 for depression, .81 for anxiety, and .76 for stress for the Turkish version of the scale (Yılmaz et al., 2017). Based on the nationwide sample collected between December and June 2022 (Time 1), the internal consistency was .85, .82, and .84 for mothers; for fathers, as 82, .83, and .83, respectively. Higher mean composite scores indicated greater depression, anxiety, or stress levels.

2.2.2.4 Perceived Social Support

A self-report, "The Multidimensional Scale of Perceived Social Support" (Zimet et al., 1988) was used to assess what extent parents feel supported by their family members, friends, and significant others. The 12-item scale consists of three subscales, which are family social support (e.g., "My family tries to help me"), friend social support (e.g., "I can talk about my problems with my friends"), and significant other social support (e.g., "There is a special person in my life who cares about my feelings"). Participants responded to each statement on a 5-point Likert-type scale from 1 as "completely disagree" to 5 as "completely agree". The Turkish version of the scale reported the internal consistency as .83 for family, .90 for friends, and .89 for significant other social support (Eker & Arkar, 1995). Based on the nationwide data collected between December and June 2022, Cronbach's alpha was reported as .88, .90, and .94 for mothers, .89, .91, and .93 for fathers, respectively. Mean composite scores were

constructed for each subscale, with higher scores indicating that participants perceive greater support from families, friends, or significant others.

2.2.2.5 Child Temperament

The "Early Adolescent Temperament Questionnaire-Revised" (EATQ-R; Ellis & Rothbart, 2001) aimed to measure the children's temperamental character. The 18-item Negative Affect subscale was included in the study to assess the negative emotionality of children and adolescents. Mothers were asked to indicate for each statement that best described their child from 0 as "never" to 5 as "always". Internal consistency of items ranged from .65 to .74 based on the Turkish adaptation of the EATQ-R -Parent Report (Demirpence & Putnam, 2020). For this project, one item, which was "My child gets upset when a lot of things are going wrong.", was excluded from further analysis due to the low-reliability score. The Cronbach's alpha was found to be .88 for the nationwide sample collected between December and June 2022. The mean composite score of the relevant items was taken. High negative affect scores indicate greater irritability and frustration in children and adolescents.

Another measurement for temperament in this study was the "Highly Sensitive Child Scale" (Aron, 2002), which aimed to assess the depth of processing child temperament and overreaction to stimuli child temperament. The Highly Sensitive Child Scale measured youngsters' sensitivity to environmental stimuli. The project team translated questionnaire items into Turkish using a translation and back translation method. Mothers responded to a 23-item scale for their child on a 5-point Likert scale from 1 as "totally disagree" to 5 as "totally agree". Sample items for depth of processing were ("My child seems to read my mind") and for overreaction to stimuli ("My child is bothered by noisy places"). Based on a nationwide sample collected between December and June 2022 (Time 1), Cronbach's alphas were found to be .83 for depth of processing and .65 for overreaction to stimuli. Mean composite scores were calculated such that children whose parents rated high on the scale were meant to be high in depth of processing or overreaction.

2.2.2.6 Work-Family Conflict

The “Work-Family Conflict Scale” (Netemeyer et al., 1996) was used to measure the degree of interference between work and family life. The scale consisted of 10 items testing the direction of the interference, either from work or family. Mothers and fathers responded on a 5-point Likert-type scale for two subscales, which are Work-to-Family Conflict (WTFC) and Family-to-Work Conflict (FTWC), with 1 “being totally disagree” and 5 “being totally agree”. Only the WTFC was included in the study for the study’s objectives. One of the example items for WTFC was “The demands of my work interfere with my home and family life”. The Apaydın (2004) reported internal consistency as .86 for WTFC for employees. Based on the data collected from a nationwide sample between December and June 2022 (Time 1), the internal consistency for WTFC was found as .90 for mothers and fathers on the Turkish nationwide sample. The total score was calculated by the composite mean score of related subscale items. Higher scores indicate that more work demands interfere with family responsibilities.

2.2.3 Procedure

The present study is a part of a nationwide longitudinal project entitled “The Effects of Parenting Attitudes and Parent-Child Interaction on Child and Adolescent Developmental Outcomes”. In collaboration with Bogazici University, Ege University, and Middle East Technical University, this project explores a number of environmental issues, parental variables, and child and adolescent outcomes from a nationwide sample in Türkiye. Necessary approvals were taken from the Ministry of National Education in Türkiye and the Human Subject Ethics Committee of Middle East Technical University (see Appendices A & B). The project has been funded by the Scientific and Technological Research Council of Türkiye (TÜBİTAK).

The longitudinal data were collected at two time points. Time 1 was collected between December 2021 to June 2022. Afterwards, the Time 2 data collection was conducted from December 2023 to June 2023. Even though the data was collected between

January 2022 and June 2023, the present study focuses on the Time 1 period (i.e., December 2021 and June 2022). The Turkish Statistical Institute (TUIK) randomly selected schools through a probability-proportional-to-size sampling (PPS) method to establish a nationwide sample. By doing so, the schools that children were chosen from were geographically diverse regions in Türkiye. Specifically, enrolled families came from 61 cities and 180 schools in Türkiye and a wide range of socio-economic backgrounds. In that respect, participants in this study can be considered as representing the families in Türkiye. The data collection was conducted with a large group of graduate researchers and undergraduate interns. Before data collection, each researcher and intern was trained for the data collection process to ensure standardization of the data collection procedure for the study. The trained researchers first randomly selected one class per grade. When the necessary participant number was not obtained from each grade due to rejection to participate in the study, additional classes were also randomly selected.

The informed consents of parents will be sent through the school administration. Parents were reached through administrative staff and teachers in their children's schools. Participants were informed that their participation was voluntary, and they could leave the study at any time for any reason. Following the informed consent, participants responded to the questionnaires through an online survey platform called Qualtrics (Qualtrics, 2021) on their cell phones or computers. The survey link was designed to prevent skipping any items in questions; therefore, when participants feel reluctant to continue, they could discontinue responding to the following items. In line with the research aims, the sample was restricted to working parents of children and parents who lived with a spouse at Time 1. When data collection was completed, participants received a small present for their contribution.

2.2.4 Analysis Plan

All analyses were performed with the IBM Statistical Package for Social Sciences (SPSS version 29) (IBM, 2023). First, preliminary analyses were conducted to screen the data. Second, correlational analyses were conducted between study variables. After

that, hierarchical multiple regression analyses were performed to understand which antecedents were associated with parents' work-to-family conflict.

2.3 Results

The current study examined the antecedents of parents' work-to-family conflict (WTFC). This chapter presents the results of preliminary analyses, correlational analyses, and hierarchical multiple regression analyses.

2.3.1 Preliminary Analyses

Data screening was conducted using IBM SPSS (version 29). The thesis's focus group was working parents who are living with a spouse. Firstly, the data was split into two: mother and father data. After that, parents who were not working and separated from their spouse were omitted from the data. 1451 working and married mothers and 711 working and married fathers remained for further analyses. Frequencies and missing variables were checked. Since there were no missing variables, the missing analysis was not carried out.

The normality assumption was evaluated through skewness and kurtosis values. Based on the cut-off values (Westfall & Henning, 2013), most of the skewness and kurtosis values for this study fell below the absolute value of two and three, respectively. However, the kurtosis value in the fathers' anxiety level was slightly over three.
Multivariate outliers were identified using the Mahalanobis distance. After controlling the outliers, coding errors in the data were not detected. According to Field (2018), slight deviations from normality can be tolerable with sample sizes over 200 based on the central limit theorem. It was assumed that outliers represent the population, and they were not deleted from the dataset. Therefore, the original data was used for further analysis. Lastly, the assumptions of linearity, homoscedasticity, and multicollinearity were checked. The homoscedasticity assumption was fulfilled after checking the scatterplots of the residuals. Based on the results of the Tolerance values and VIF, the multicollinearity assumption was not violated for this study.

2.3.2 The Bivariate Correlational Statistics

Tables 2 and 3 present bivariate correlations among study variables for mothers and fathers separately.

2.3.2.1 Bivariate Correlations Between Study Variables for Mothers

In terms of demographic variables, mothers' work-to-family conflict was positively correlated with the number of children (r = .10) but negatively correlated with education level (r = -.08). According to the work-related variables, work-to-family conflict of mothers was positively correlated with shift work and night work (r = .12; r = .07, respectively) but negatively correlated with daytime work (r = -.14).

In terms of marital conflict, work-to-family conflict was positively correlated (r = .28). For mothers' mental health symptoms, work-to-family conflict was positively correlated with depression, anxiety, and stress (r = .38; r = .31; r = .35, respectively).

For children's temperamental characteristics, work-to-family conflict of mothers was positively associated with overreaction and negative affect temperament (r = .15; r = .26, respectively). In terms of social support, work-to-family conflict of mothers was negatively associated with family (r = -.22), friend (r = -.24), and significant other social support (r = -.20).

For the correlation between mothers' education level and other variables, maternal education was positively associated with age (r = .08), daytime work (r = .14), perceived SES (r = .36), depth of processing child temperament (r = .11), family, friend, and significant other social support (r = .06; r = .23; r = .07, respectively).

But, the education level of mothers was negatively correlated with the number of children (r = -.30), shift work, night work (r = -.12; r = -.06, respectively), marital conflict (r = -.06), depression, anxiety, and stress (r = -.14; r = -.20; r = -.12, respectively), and overreaction child temperament (r = -.10).

Mothers' age was positively associated with the number of children, daytime work, and perceived SES (r = .08; r = .09; r = .06, respectively), but negatively associated with shift work, night work, depression, and stress (r = -.08; r = -.06; r = -.08; r = -.08, respectively).

In terms of the number of children of mothers, perceived SES, depth of processing child temperament, friend, and significant other social support (r = -.11; r = -.13; r = -.13; r = -.07, respectively) were negatively correlated.

Regarding the correlations between the number of children and mental health symptoms of mothers, the results showed that depression, anxiety, and stress were positively correlated (r = .10; r = .12; r = .10, respectively). None of the temperament and social support variables were significantly correlated with the number of children. In terms of mothers' work-related variables, shift work was negatively associated with daytime work (r = -.91).

Moreover, daytime work was negatively associated with daytime work (r = -.37) and positively associated with perceived SES (r = .05) and friend social support (r = .08). Nighttime work was negatively correlated with marital conflict (r = -.07) and friend social support (r = -.07).

Surprisingly, marital conflict, mental health symptoms of mothers, and child temperament were not significantly correlated with mothers' work-related variables. Furthermore, perceived SES level of mothers was positively associated with family, friend and significant other social support (r = .11; r = 20; r = .17, respectively), but negatively associated with marital conflict (r = -.10), depression, anxiety, stress (r = -.20; r = -.18; r = -.13, respectively) and overreaction child temperament (r = -.10).

Given the correlations for marital conflict with mental health symptoms, depression, anxiety, and stress were positively correlated (r = .29; r = .22; r = .33, respectively). Furthermore, overreaction and negative affect, and depth of processing child

temperament were positively associated (r = -.24; r =-.08; r = -.32, respectively), but family, friend, and significant other social support were negatively associated with mothers' marital conflict.

Regarding the correlations for mental health symptoms for mothers, mothers' depressive symptoms were positively associated with anxiety, stress, overreaction, and negative affect child temperament (r = .64; r = .73; r = .18; r = .33, respectively). On the other hand, family, friend, and significant other social support were negatively correlated (r = -.33; r =-.26; r = -.35, respectively).

In terms of anxiety symptoms, stress, overreaction, and negative affect child temperament (r = .67; r = .17; r = .27, respectively), but family, friend, and significant other social support were negatively correlated (r = -.24; r =-.21; r = -.23, respectively).

Furthermore, maternal stress symptoms were positively associated with overreaction and negative affect child temperament (r = .20; r = .37, respectively), but family, friend, and significant other social support were negatively correlated (r = -.27; r =-.20; r = -.28, respectively).

Depth of processing child temperament was positively correlated with overreaction child temperament, family, friend, and significant other social support (r = .40; r = .15, r = .16; r = .10, respectively). Moreover, overreaction was positively associated with negative affect child temperament (r = .33).

Surprisingly, negative affect child temperament was negatively correlated with family, friend, and significant other social support (r = -.17; r = -.10; r = -.18, respectively). Family social support was positively correlated with friend and significant other social support. (r = .39; r = .65, respectively). Lastly, the mothers' friend social support was positively and significantly associated with their significant other social support (r = .39). In conclusion, the results of the bivariate correlational statistics of maternal variables can be seen in Table 2.

Table 2. Bivariate Correlations Between Study Variables for Mothers (N=1396)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
1. WTFC	1																	
2. Education	-.08**	1																
3. Mother Age	.01	.08**	1															
4. Number of Child	.10**	-.30**	.08**	1														
5. Shift Work	.12**	-.12**	-.08**	-.01	1													
6. Day Work	-.14**	.14**	.09**	.00	-.91**	1												
7. Night Work	.07**	-.06*	-.06**	.01	-.05	-.37**	1											
8. SES	-.17**	.36**	.06*	-.11**	-.05	.05*	-.02	1										
9. Marital Conflict	.28**	-.06*	-.04	.01	.03	.00	-.07*	-.10**	1									
10. Depression	.38**	-.14**	-.08**	.10**	.04	-.05	.03	-.20**	.29**	1								
11. Anxiety	.31**	-.20**	-.05	.12**	.04	-.05	.03	-.18**	.22**	.64**	1							
12. Stress	.35**	-.12**	-.08**	.10**	.03	-.03	.02	-.13**	.33**	.73**	.67**	1						
13. Depth of Process	.02	.11**	.04	-.13**	-.02	.04	-.05	.03	.10**	-.05	.02	.03	1					
14. Overreaction	.15**	-.10**	.02	.02	.02	-.02	.00	-.10**	.13**	.18**	.17**	.20**	.40**	1				
15. Negative Affect	.26**	.00	.05	.08**	.04	-.03	-.02	-.02	.29**	.33**	.27**	.37**	.05	.33**	1			
16. Family SS	-.22**	.06*	.01	-.05	-.04	.05	-.02	.11**	-.24**	-.33**	-.24**	-.27**	.15**	-.00	-.17**	1		
17. Friend SS	-.24**	.23**	.03	-.13**	-.05	.08**	-.07**	.20**	-.08**	-.26**	-.21**	-.20**	.16**	-.04	-.10**	.39**	1	
18. Sig. Oth. SS	-.20**	.07**	-.04	-.07**	-.04	.03	.02	.17**	-.32**	-.35**	-.23**	-.28**	.10**	-.02	-.18**	.65**	.39**	1

Note. WTFC (Mother Work-to-Family Conflict), Education (Mother Education), SES (Mother Perceived SES), Depth of Process (Highly Sensitive Child-Depth of Processing), Overreaction (Highly Sensitive Child-Overreaction to Stimuli), Family SS (Family Social Support), Friend SS (Friend Social Support), Sig. Oth. SS (Significant Other Social Support). Correlation is significant at *p<.05, **p<.01.

2.3.2.2 Bivariate Correlations Between Study Variables for Father

Fathers' work-to-family conflict was positively correlated with the marital conflict (r = .32), depression (r = .32), anxiety (r = .30), stress (r = .35) and negative affect child temperament (r = .16), but negatively correlated with age (r = -.08). In terms of social support, work-to-family conflict of fathers was negatively associated with family (r = -.14), friend (r = -.19), and significant other social support (r = -.08).

For the correlation between fathers' education level and other variables, number of children (r = .26), SES (r = .25), anxiety symptoms (r = .11), and friend social support (r = .14) were positively associated, but overreaction child temperament was negatively associated (r = -.09).

Fathers' age was positively associated with the number of children, daytime work, perceived SES, and friend social support (r = .10; r = .11; r = .10; r = .08, respectively), but negatively associated with shift work (r = -.08). The number of children of fathers was negatively correlated with perceived SES (r = -.13) but positively associated with negative affect child temperament (r = .11).

In terms of fathers' work-related variables, shift work was negatively associated with daytime work and depressive symptoms (r = -.93; r = -.10, respectively) but positively correlated with overreaction child temperament (r = .10). Moreover, daytime work was negatively associated with daytime work (r = -.25) and overreaction child temperament (r = -.09) and positively associated with depressive symptoms (r = .09).

Surprisingly, nighttime work was not significantly correlated with study variables. In terms of perceived SES of fathers, depression, anxiety, and stress were negatively correlated (r = -.12; r = -.12; r = -.09, respectively), but friend social support was positively correlated (r = .16).

Marital conflict was significantly and positively correlated with depression, anxiety, and stress symptoms (r = .30; r = .29; r = .38, respectively). Furthermore, only the

negative affect child temperament was significantly and positively associated with marital conflict (r = .16), but family and significant other social support were negatively associated with fathers' marital conflict (r = -.16; r = -.13, respectively).

Regarding the correlations for mental health symptoms for fathers, fathers' depressive symptoms were significantly and positively associated with their anxiety, stress (r = .64; r = .69, respectively) and their children's negative affect child temperament (r = .15). On the other hand, children's depth of processing child temperament (r = -.08) and fathers' family, friend, and significant other social support were significantly and negatively correlated (r = -.34; r =-.25; r = -.32, respectively).

In terms of anxiety symptoms, stress (r = .67), overreaction, and negative affect child temperament (r = .08; r = .12, respectively), but family, friend, and significant other social support were negatively correlated (r = -.16; r =-.16; r = -.14, respectively). Furthermore, fathers' stress symptoms were positively associated with negative affect child temperament (r = .21), but family, friend, and significant other social support were negatively correlated (r = -.20; r =-.23; r = -.17, respectively).

Depth of processing child temperament was positively correlated with overreaction child temperament and negative affect child temperament (r = .51; r = .08, respectively), but not significantly correlated with family, friend, and significant other social support Moreover, overreaction was positively associated with negative affect child temperament (r = .32), but only significantly and negatively correlated with friend social support (r = -.09).

Surprisingly, negative affect child temperament was only negatively correlated with family social support (r = -.09, respectively). Family social support was positively correlated with friend and significant other social support. (r = .45; r = .81, respectively). Lastly, friend social support was significantly and positively correlated with significant other social support (r = .42). The results of the bivariate correlational statistics for fathers' variables can be found in Table 4.

Table 3. Bivariate Correlations Between Study Variables for Father (N= 711)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
1. WTFC	1																	
2. Education	-.04	1																
3. Father Age	-.10**	.05	1															
4. Number of Child	.07	.26**	.10**	1														
5. Shift Work	-.02	-.04	-.10**	.00	1													
6. Day Work	.01	.06	.11**	-.02	-.93**	1												
7. Night Work	.20	-.04	-.05	-.01	-.06	-.25**	1											
8. SES	-.14**	.25**	.10*	-.13**	.02	.00	-.07	1										
9. Marital Conflict	.32**	.05	-.04	-.01	-.00	.01	-.01	-.02	1									
10. Depression	.32*	-.01	-.01	.03	-.10*	.09*	.00	-.12**	.30**	1								
11. Anxiety	.30**	.11**	.05	.08*	-.04	.04	.01	-.12**	.29**	.64**	1							
12. Stress	.35**	-.07	-.01	.03	-.03	.03	.01	-.09*	.38**	.69**	.67**	1						
13. Depth of Process	-.03	.00	.06	-.08*	.04	-.02	-.06	.04	-.05	-.08*	.01	-.02	1					
14. Overreaction	.09*	-.09*	-.00	.04	.08*	-.09*	.01	-.05	-.02	.02	.08*	.06	.51**	1				
15. Negative Affect	.16**	.04	.06	.11**	-.03	.02	.00	-.02	.16**	.15**	.12**	.21**	.08*	.32**	1			
16. Family SS	-.14**	.01	.05	.03	.02	-.05	.06	.05	-.16**	-.34**	-.16**	-.20**	.07	-.03	-.09*	1		
17. Friend SS	-.19**	.14**	.08*	-.02	-.01	.01	.01	.16**	-.06	-.25**	-.16**	-.23**	-.00	-.09*	-.04	.45**	1	
18. Sig. Oth. SS	-.08**	-.00	-.01	.03	.03	-.05	.05	.04	-.13**	-.32**	-.14**	-.17**	.04	-.01	-.07	.81**	.42**	1

Note. WTFC (Father Work-to-Family Conflict), Education (Father Education), SES (Father Perceived SES), MC (Marital Conflict), Depth of Process (Highly Sensitive Child-Depth of Processing), Family SS (Family Social Support), Overreaction (Highly Sensitive Child-Overreaction to Stimuli), Friend SS (Friend Social Support), Sig. Oth. SS (Significant Other Social Support). Correlation is significant at *p<.05, **p<.01.

2.3.3 Hierarchical Multiple Regression Analyses for Work-to-Family Conflict

Two hierarchical multiple regression analyses with five steps were conducted to comprehensively examine how each variable entered at the steps was related to the parents' work-to-family conflict (WTFC). All hierarchical multiple regressions controlled for parents' age, education, and the number of children at the first step. After that, parents' employment arrangements (night work, shift work) and their perception of income level compared to society were entered in the second step. Daytime work has been controlled. In the third step, parents' marital conflict, depression, anxiety, and stress levels: in the fourth step, child and adolescent temperament (depth of processing, overreaction to stimuli, and negative affect) and in the last step, parents' perception of social support from family, friends, and significant others were entered to the equation. Standardized beta coefficients are reported.

2.3.3.1 Results for Maternal Work-to-Family Conflict

A five-step hierarchical multiple regression was performed to test the antecedents of maternal work-to-family conflict (see Table 4). In the first step, demographic variables, as expected, were significantly associated with the maternal WTFC (adjusted R^2 = .02, F (3, 1316) = 7.52, p < .001). Mothers with more children and mothers with low education levels reported high levels of WTFC (β = .10, p <.001; β = -.06, p =.030, respectively).

In the second step, the model significantly improved compared to the previous model by including night work, shift work, and perceived socioeconomic status (SES) (adjusted R^2 = .06, ΔR^2 = .04, ΔF (3, 1313) = 20.49, p < .001). The number of children was still positively associated with working mothers' WTFC (β = .10, p <.001). But the education level of mothers lost its significance in this step. Compared to working in the daytime, mothers who worked at night and worked with shifts were linked to WTFC (β = .08, p =.006; β = .13, p <.001, respectively). Mothers' perception of their income level as lower than society's income level had a significant relationship with WTFC (β = -.16, p <.001).

Table 4. Hierarchical Multiple Regression for Maternal Work-to-Family Conflict

Variables	B	*SE* B	β	R^2	ΔR^2
Step 1				0.02	0.02***
Constant	2.54	.24	-		
Age	.002	.01	.01		
Education Level	-.05	.02	-.06*		
Number of Children	.12	.04	.10***		
Step 2				0.06	0.04***
Constant	2.41	.24	-		
Age	.01	.01	.03		
Education Level	.02	.02	.02		
Number of Children	.13	.03	.10***		
Perceived SES	-.08	.02	-.16***		
Work Shift	.39	.08	.13***		
Work At Night	.49	.18	.08**		
Step 3				0.21	0.15***
Constant	.93	.25	-		
Age	.01	.01	.06*		
Education Level	.04	.02	.05		
Number of Children	.09	.03	.07**		
Perceived SES	-.05	.01	-.10***		
Work Shift	.36	.07	.12***		
Work At Night	.52	.16	.08***		
Marital Conflict	.24	.04	.17***		
Depression	.39	.07	.20***		
Anxiety	.15	.08	.07*		
Stress	.14	.07	.08*		
Step 4				0.22	0.01**
Constant	.82	.29	-		
Age	.01	.01	.05*		
Education Level	.03	.02	.04		
Number of Children	.09	.03	.07**		
Perceived SES	-.05	.02	-.10***		
Work Shift	.34	.07	.12***		
Work At Night	.53	.16	.08***		
Marital Conflict	.21	.04	.15***		
Depression	.37	.07	.19***		
Anxiety	.14	.08	.06		
Stress	.10	.07	.06		
Depth of Processing	.01	.04	.003		
Overreaction	.05	.05	.03		
Negative Affect	.14	.04	.09**		

Note. *p<.05, **p<.01, ***p<.001.

Table 4 (cont'd) Hierarchical Multiple Regression for Maternal Work-to-Family Conflict

Variables	B	*SE* B	*β*	R^2	ΔR^2
Step 5				0.23	0.02^{***}
Constant	1.20	.32	-		
Age	.01	.01	$.06^{*}$		
Education Level	.05	.02	$.06^{*}$		
Number of Children	.08	.03	$.06^{*}$		
Perceived SES	-.05	.01	$-.09^{***}$		
Work Shift	.33	.07	$.11^{***}$		
Work At Night	.47	.16	$.07^{**}$		
Marital Conflict	.22	.04	$.15^{***}$		
Depression	.33	.07	$.17^{***}$		
Anxiety	.12	.07	.05		
Stress	.10	.07	.06		
Depth of Processing	.04	.04	.02		
Overreaction	.04	.05	.02		
Negative Affect	.13	.04	$.09^{**}$		
Family Social Support	-.08	.04	$-.07^{*}$		
Friend Social Support	-.14	.03	$-.14^{***}$		
Significant Other Social Support	.07	.04	$.07^{*}$		

Note. $^{*}p<.05$, $^{**}p<.01$, $^{***}p<.001$.

Table 4 showed that the third step, which included marital conflict, depression, anxiety, and stress levels, showed a significant improvement from the previous step (adjusted R^2 = .21, ΔR^2 = .16, ΔF (4, 1309) = 64.26, p < .001). Mothers' age and number of children were positively and significantly related to WTFC (β = .06, p =.020; β = .07, p =.005, respectively). Mothers' night work and work shifts are positively associated with WTFC (β = .08, p <.001; β = .12, p <.001, respectively), compared to working in the daytime. Regarding economic conditions, when mothers perceived their income level as low compared to society's income level, their perceived SES level was significantly and negatively associated with WTFC (β = -.10, p <.001). In terms of mental health problems, depression, anxiety, and stress symptoms were positively related to WTFC in working mothers (β =.20, p <.001; β =.07, p =.049, β =.08, p =.049, respectively). High levels of marital conflict were also significantly and positively associated with maternal WTFC (β =.17, p <.001).

Adding children's and adolescents' temperamental characteristics in the fourth step improved the model (adjusted R^2 = .22, ΔR^2 = .01, ΔF (3, 1272) = 4.82, p = .002). Mothers' age and number of children were positively and significantly associated with WTFC (β = .05, p =.042; β = .06, p =.007, respectively). Compared to the mothers who work daytime regular work hours, mothers who work at night and work shifts reported high levels of WTFC (β = .08, p <.001; β = .12, p <.001, respectively).

Furthermore, when mothers perceived their income level as low compared to society, their perceived SES was significantly and negatively associated with WTFC (β = -.10, p <.001). Mothers' high levels of depressive and anxiety symptoms were associated with WTFC (β = .20, p <.001, β = .06, p =.069, respectively). Mothers' conflict with their spouses was also significantly and positively related to WTFC (β = .15, p <.001). Lastly, mothers reported more WTFC when their children showed high levels of negative affect temperament (β = .09, p =.002).

At the fifth step, introducing perceived social supports significantly improved the previous step (adjusted R^2 = .24, ΔR^2 = .02, ΔF (3, 1303) = 11.21, p < .001). Age, education level, and number of children of mothers were significantly and positively high levels of WTFC (β = .06, p = .026; β = .06, p = .039; β = .06, p = .013, respectively). Compared to working in the daytime, mothers' work schedule, which involved working at night and with shifts, was significantly and positively associated with WTFC (β = .07, p = .004; β = .11, p < .001, respectively). When mothers perceived their income level as lower than society's, their perceived SES was significantly and negatively related to WTFC (β = -.09, p < .001).

Maternal depressive symptoms and marital conflict were significantly and positively associated with their WTFC (β = .17, p < .001; β = .15, p < .001). Children's negative affect temperament showed a significant and positive relationship with WTFC (β = .09, p = .002). Lastly, mothers' family and friends' social support were negatively associated with WTFC (β = -.07, p = .045; β = -.14, p < .001, respectively). On the other hand, their spouses' social support was positively associated with WTFC (β = .07, p = .039). Overall, all variables explained approximately 23% of the variance.

2.3.3.2 Results for Paternal Work-to-Family Conflict

A five-step hierarchical multiple regression was conducted to analyze antecedents of fathers' work-to-family conflict (see Table 5). When age, education level, and number of children as demographic variables were entered in the first step, the first step was significant (adjusted R^2 = .02, F (3, 613) = 4.47, p = .004). Fathers' age and number of children were positively associated with WTFC (β = -.13, p =.002; β = .09, p =.032, respectively).

In the second step, adding night work, shift work, and perceived SES showed an improvement over the previous step (adjusted R^2 = .02, Δ R^2 =.02, ΔF (3, 610) = 2.59, p = .052). The father's age was significantly associated with working fathers' WTFC (β = -.12, p =.005). Also, the perceived income level of fathers compared to society's was negatively and significantly related to WTFC (β =-.11, p =.007).

As shown in Table 5, adding marital conflict, depression, anxiety, and stress levels of fathers at the third step significantly improved the previous step (adjusted R^2 = .18, Δ R^2 =.16, ΔF (4, 606) = 29.55, p < .001). Fathers' age was significantly associated with high levels of WTFC (β = -.10, p =.006). Regarding the economic conditions, fathers' perception of their income level as low compared to society was negatively associated with their WTFC (β = -.08, p =.048). Depressive symptoms and marital conflict were also positively related to fathers' WTFC (β =.14, p =.009; β =.18, p <.001, respectively). Additionally, fathers' stress symptoms showed a positive relationship with WTFC, indicating a trend (β =.11, p =.056).

At the fourth step, adding temperamental characteristics of children and adolescents improved the model and indicated a trend (adjusted R^2 = .18, ΔR^2 =.01, ΔF (3, 603) = 2.39, p = .068). In this step, young working fathers experienced high levels of WTFC (β = -.10, p =.006). Marital conflict with their spouse was positively related to working fathers' WTFC (β =.18, p <.001). Also, high levels of depressive symptoms were positively associated with WTFC (β =.14, p =.010). Adding perceived social supports

at the fifth step significantly improved the model (adjusted R^2 = .19, Δ R^2 =.01, ΔF (3, 600) = 2.78, p = .040). In terms of demographic variables, only fathers' age was significantly and negatively associated with their WTFC (β = -09, p =.015). Fathers' depressive symptoms and marital conflict maintained their significance on their WTFC. Fathers' depressive symptoms were positively associated with high levels of WTFC (β =.14, p =.014). Also, marital conflict was significantly and positively related to fathers' WTFC (β =.18, p <.001). Friend social support showed a significant and negative relationship with WTFC (β = -.10, p =.019). Overall, when all variables were entered into the model at the last step, 19% of the variance was explained.

Table 5. Hierarchical Multiple Regression for Paternal Work-to-Family Conflict

Variables	B	*SE* B	β	R^2	ΔR^2
Step 1				0.02	0.02**
Constant	3.35	.35	-		
Age	-.02	.01	-.13**		
Education Level	-.01	.04	-.01		
Number of Children	.10	.05	.09*		
Step 2				0.03	0.01[a]
Constant	3.47	.35	-		
Age	-.02	.01	-.12**		
Education Level	.02	.04	.02		
Number of Children	.09	.05	.08		
Perceived SES	-.06	.02	-.11**		
Work Shift	-.05	.10	-.02		
Work At Night	.02	.28	.003		
Step 3				0.18	0.16***
Constant	2.30	.36	-		
Age	-.02	.01	-.10**		
Education Level	.01	.03	.01		
Number of Children	.08	.04	.07		
Perceived SES	-.04	.02	-.08*		
Work Shift	.004	.09	.002		
Work At Night	.05	.26	.01		
Marital Conflict	.26	.06	.18***		
Depression	.33	.13	.14**		
Anxiety	.22	.14	.09		
Stress	.22	.11	.11		

Note. *p<.05, **p<.01, ***p<.001, [a] p<.07.

Table 5. (cont'd) Hierarchical Multiple Regression for Paternal Work-to-Family Conflict

Variables	B	*SE* B	β	R^2	ΔR^2
Step 4				0.18	0.01[a]
Constant	2.09	.43	-		
Age	-.02	.01	-.10**		
Education Level	.01	.03	.01		
Number of Children	.07	.04	.06		
Perceived SES	-.04	.02	-.07		
Work Shift	-.002	.09	-.001		
Work At Night	.03	.26	.00		
Marital Conflict	.25	.06	.17***		
Depression	.33	.13	.14**		
Anxiety	.22	.14	.09		
Stress	.19	.11	.09		
HSC Depth of Processing	-.06	.07	-.04		
HSC Overreaction	.12	.07	.07		
Negative Affect	.09	.06	.06		
Step 5				0.19	0.01*
Constant	2.11	.48	-		
Age	-.02	.01	-.09*		
Education Level	.02	.03	.02		
Number of Children	.07	.04	.06		
Perceived SES	-.03	.02	-.06		
Work Shift	-.01	.09	-.003		
Work At Night	.04	.26	.01		
Marital Conflict	.26	.06	.18***		
Depression	.33	.13	.14*		
Anxiety	.23	.14	.09		
Stress	.15	.11	.08		
HSC Depth of Processing	-.05	.07	-.03		
HSC Overreaction	.10	.07	.06		
Negative Affect	.09	.06	.06		
Family Social Support	-.08	.07	-.07		
Friend Social Support	-.10	.04	-.10*		
Significant Other Social Support	.13	.07	.12		

Note. *p<.05, **p<.01, ***p<.001, [a] p<.07.

Concludingly, age, marital conflict, depression, and friend social support were common antecedents of parents' work-to-family conflict. When mothers' age was

positively associated with their work-to-family conflict, fathers' age was in the opposite direction. Moreover, mothers' education level, number of children, perceived SES, work shift, work at night, family and significant other social support were also significant antecedents of their work-to-family conflict. The detailed discussion of the study findings will be given in the following section.

2.4 Discussion

2.4.1 Main Findings of The Study 1

To begin with, this study aimed to examine the antecedents of parents' work-to-family conflict in a nationwide sample of Türkiye. In respect to that, the results of this study offered significant insights into antecedents of Turkish parents' work-to-family conflict. The findings pointed out that both work and non-work factors are highly related to work-to-family conflict. Related to Hypothesis 1, it was expected that age, education level, child's temperament (depth of processing, negative affect, socio-economic-status, social support (family, friend, significant other) would be negatively associated with parents' work-to-family conflict. Also, it was hypothesized that the number of children, children's overreaction and negative affect temperament, nighttime work and rotating shifts, depression, anxiety, stress symptoms, and marital conflict would be positively associated with parents' work-to-family conflict (Hypothesis 2). Even though Carlson et al. (2000) demonstrated that demographic variables are weakly related to work-to-family conflict, our study has highlighted that both parents' age, number of children, and education level were significantly related to parents' work-to-family conflict.

2.4.2 The Link Between Demographics and Work-to-Family Conflict

In terms of age, Hypothesis 1 was supported for fathers, but not for mothers. Fathers' age was negatively associated with work-to-family conflict, but mothers' age was positively correlated. Literature has mixed findings about age and work-to-family conflict. Several studies have shown that younger employed fathers experienced more

work-to-family conflict than older ones (Kinnunen & Mauno, 1998; Schulz & Reimann, 2022). In the Turkish sample, younger men and women reported more time-based work-to-family conflict than their older counterparts (Ozutku & Altindis, 2013). But Diniz et al.'s study (2023) found that fathers' age was not associated with work-family conflict. Existing literature suggests that the effect of age may depend on family stage (Page et al., 2018). In that aspect, younger employees are more likely to experience work-to-family conflict due to elevated family role demands such as transition to parenthood (Hill et al., 2014). Also, status, tenure, and financial stability come with experience, which is parallel to the years of work (Cooklin et al., 2015b). Therefore, younger fathers with early careers may report more work-to-family conflict than older fathers (Kuśnierz et al., 2022).

Contrary to fathers, older mothers reported greater work-to-family conflict than younger mothers, which was opposite to Hypothesis 1. The mechanism for work-to-family conflict may differ for mothers. The effect of age on work-to-family conflict may appear as a curvilinear relationship by peaking in middle adulthood and slightly decreasing during late adulthood (Page et al., 2018). Older Turkish employed parents or employees with high SES reported less strain-based work-to-family conflict but more behavior-based work-to-family conflict (Koyuncu et al., 2009). The current study only measured work-to-family conflict and did not include time-based, strain-based, and behavior-based conflict since they are sources of work-to-family conflict based on Carlson et al.'s (2000) measure. Interpreting results of the current study with Koyuncu et al.'s study (2009), strains for childcare or financial difficulties tend to decrease as children grow, which results in less strain-based work-to-family conflict. But the increase in behavior-based work-to-family conflict during adulthood can be explained by work overload. As parallel with the Conservation of Resources Theory, older or more educated employed mothers would need to allocate more resources, such as seniority, tenure, and status in their work roles (Hobfoll, 2002). When faced with challenges that impact their work life, the fear of losing their valuable work resources may increase their perception of work-to-family conflict. In that aspect, these literature findings support the results for mothers. Overall, these findings imply that men's and women's ages are differentially associated with their conflict.

In terms of education level, Hypothesis 1 was not supported for both parents. Mothers' education level was positively related to their work-to-family conflict. Several studies and reports may enlighten the results for mothers. Based on the Turkish Statistical Institute's report (2024), as women's education level increases, their participation in the workforce also increases in Türkiye. Specifically, the labor force participation rate for illiterate women, those with education below high school, high school graduates, and women with a university degree or higher is 13.8%, 26.8%, 37.4% and 68.9%, respectively. Still, their participation is reported as far beyond men's participation in the paid labor force in Türkiye.

In the current study, the education level for women was as follows: 0.6 % for illiterate women, 25.8% for those with education below high school, 27.8% for high school graduates, and 45.8% for women with higher education degrees. Most of the women in the sample have an education level beyond a high school degree. But the current study was a subsample of a larger longitudinal project. The education level for the women in the whole sample was as follows: 2.5 % for illiterate women, 42.5% for those with education below high school, 26.3% for high school graduates, and 20% for women with higher education degrees among 5410 employed and non-employed mothers. It can be inferred that the employed mothers participating in this study were more educated than the overall sample. Carnicer et al.'s study (2004) found that employees with education beyond an undergraduate degree reported more work-to-family conflict than employees with an undergraduate degree or below. Employees' commitment to the job secures their status at work but requires giving priority to work responsibilities over family responsibilities (Ruppanner, 2013). Therefore, educated women may spend increased time in their work roles, thus creating work-to-family conflict.

In contrast to mothers, paternal education level was not related to their work-family conflict. The result for fathers was parallel with Diniz et al.'s study (2023), that fathers' education level was not related to their work-family conflict. But Schulz and Reimann (2022) have found that more educated men reported more overall and time-based work-to-family conflict than less educated men. However, Anafarta & Kuruuzum

(2012) have found that work-to-family conflict of Turkish men is negatively related to education level and tenure. A possible explanation for why the education level of fathers did not significantly relate to their work-to-family conflict may be due to the characteristics of the sample. Compared to mothers, fathers in the current samples were less educated, but none of them were illiterate. The education level of fathers was as follows: 1% of fathers could read and write but had no formal education, 30.3% of fathers had below a high school degree, 34.6% of fathers with a high school degree, and 28.6% of fathers with a university degree or higher. Combining the results of the negative association between fathers' age and work-to-family conflict with the low education level of fathers in the current study, fathers' seniority at work may not be related to schooling, but increased years of work. Fathers in the current study may mostly be blue-collar workers. Grandey et al. (2007) argued that research on work-family conflict mostly included white-collar employees or female samples. Even though Irak's study (2018) did not show a difference in employed parents' work-to-family conflict in public and private sectors, there may be differences in labor force segments (e.g., blue-collar & white-collar and public & private sectors). Overall, young age for fathers and old age for mothers were significant antecedents for their work-to-family conflict. Considering the findings in the current study and existing studies, additional research is needed on the education level of the employed men and work-to-family conflict, including their workforce segments.

2.4.3 The Link Between Family Factors and Work-to-Family Conflict

While the number of children was significantly and positively related to mothers' work-to-family conflict in this study, it was not for fathers (Hypothesis 2). Very limited studies have examined the association between the number of children and paternal work-to-family conflict. In Westman and Etzion's study (2005), fathers' work-to-family conflict is positively related to the number of children in the household. Studies with Turkish fathers showed a positive relationship between the number of children and behavior-based work-to-family conflict (Koyuncu et al., 2009). Even though Matysiak et al. (2016) highlighted that each child decreased fathers' life satisfaction and increased work-to-family conflict over time, parallel with

the results of the current study, Page et al. (2018) did not find a relationship between the number of children and paternal work-to-family conflict.

The difference might occur due to traditional gender roles (Eagle et al., 1997). Work-to-family conflict in women may arise due to the mutual incompatibility of multiple responsibilities from work and family domains. Studies have demonstrated that the increased time spent in daily housework and childcare increases employed mothers' work-to-family conflict (Borelli et al., 2017). Turkish mothers (Turkish Statistical Institute, 2024) spend six times more on domestic chores and childcare than their husbands. Turkish employed mothers with more children at home struggled with time-based, behavior-based, and strain-based work-to-family conflict (Ozutku & Altindis, 2013). Also, they are more sensitive to family-related stressors and more prone to experience parental guilt due to reduced time in family involvement compared to men (Perry-Jenkins & Gerstel, 2020; Wang et al., 2023). Mothers who try to compensate for their absence during the day may spend their remaining time at home with their children (Griep et al., 2016). Thus, the number of children increases their time-based, behavior-based, and strain-based work-to-family conflict of mothers (Ozutku & Altindis, 2013).

The characteristics of the children are also a substantial source of stress for working mothers (Frone et al., 1992b). In line with Hypothesis 2, mothers who have a child with a difficult temperament (i.e., negative affect) experienced high levels of work-to-family conflict. Based on our knowledge, very few studies have examined the child temperament as a predictor of parents' work-family conflict (Allen et al., 2019; Cao et al., 2023; Hyde et al., 2004), and these studies supported the results of the current study. Parents having a child with a difficult temperament (e.g., negative affect) may be particularly sensitive to the work interference with the family. The mechanism between difficult temperament and maternal work-to-family conflict goes through mothers' psychological health, because children with difficult temperament need increased care demands, which heighten mothers' negative emotional states (i.e., depressive symptoms) over time (Cao et al., 2023; Hyde et al., 2004), and spills over to their work roles. Still, only a small number of studies have examined the impact of

difficult child temperament on employee parents' work-to-family conflict. Overall, family-related antecedents, which were the number of children and child temperament, were significant antecedents for mothers' work-to-family conflict.

2.4.4 The Link Between Work Factors, and Work-to-Family Conflict

A number of work and non-work antecedents were associated with mothers' work-to-family conflict. In line with *Hypothesis 1*, the current study found that mothers' perception of SES as lower than society's socio-economic status (SES) was related to more work-to-family conflict. The current study did not find an association between the father's SES level and work-to-family conflict. Previous studies presented that financial problems were associated with both employed men's and women's work-to-family conflict (Cooklin et al., 2015a; Reimann et al, 2022). According to Scarcity Theory (Goode, 1960), resources such as income level or autonomy over work control are limited; therefore, conflict from work to family may occur (Vieira et al., 2012). Since lower SES fathers have less autonomy over their schedule, the negative impact of financial difficulties exhibits a stronger effect on men (Kim & Cho, 2020; Schieman & Young, 2011), but this was not the case for fathers in this study.

In societies that hold traditional gender roles, breadwinner and primary financial provider roles are attributed to men (Hill, 2005). Therefore, men, regardless of SES levels, may report work-to-family conflict. Moreover, Byron (2005) argued that domain-specific conditions were found to be more important than the SES level. When employed men have irregular schedules, work overload, or job insecurity as domain-specific conditions, SES might lose its explanatory effect (Fan et al., 2019). Due to the contrary finding of the current study with the literature, more research is needed to understand why low SES is not significantly related to Turkish fathers' work-to-family conflict.

The findings in the current study substantially highlight the problems of employed mothers face. In line with *Hypothesis 2*, it was found that mothers' night work and work shifts were positively related to their work-to-family conflict, but fathers were not. The insignificant relationship between fathers' work schedules and work-to-

family conflict was contradictory to the existing findings (Jansen et al., 2004; Silva & Costa, 2023). Both regular shift and rotating shift work were found to increase work-to-family conflict for both genders (Fan et al., 2019). Ekici et al. (2017) have found that Turkish nurses' irregular shifts increased their work-to-family conflict and workload compared to nurses who worked daytime shifts. It is not surprising that parents feel stress due to nonstandard work hours (Barnett & Gareis, 2006). When mothers' work time clashes with family routines, it may increase their time-based work-to-family conflict (Schulz & Reinmann, 2022). Flexibility in work schedule diminishes employees' time-based work-to-family conflict (Holmes et al., 2020). Due to high family obligations or inflexible schedules, Turkish mothers reported more work-to-family conflict compared to fathers, and mothers benefited from work hours reduction or flexible schedule, and in turn reported less work-to-family conflict (Irak, 2018). Therefore, employed mothers with inflexible schedules reported more work-to-family conflict. Since work schedule strain is more disruptive for mothers due to their caregiver role than for fathers, in the present study, economic and work-related factors seem more related to employed mothers' work-to-family conflict than to fathers.

2.4.5 The Link Between Mental Health and Work-to-Family Conflict

Parallel with *Hypothesis 2*, mothers' and fathers' depression symptoms were associated with greater work-to-family conflict. Existing literature suggests that psychological health and work-to-family conflict have a reciprocal and longitudinal relationship, with associations found for both mothers (Cao et al., 2023; Nilsen et al., 2016; Westrupp et al., 2016) and fathers (Kinnunen et al., 2004). Based on the Spillover-Crossover Theory, the decreased well-being of an employee spills over into other domains (Colombo & Ghislieri, 2008), such as work-to-family conflict (Kinnunen et al., 2004). Based on the Conservation of Resources Theory (Hobfoll, 2002), an individual's psychological assets facilitate balancing their work and family domains. However, decreased time and energy may heighten depressive and anxiety symptoms, which in turn increase their work-to-family conflict. Parallel with Affective Events Theory (Weiss & Cropanzano, 1996), an individual's psychological well-being enables them to make healthy decisions about their lives. Parents with mental health

symptoms are more likely to perceive their work roles as stressful due to depleted resources, so that they may experience high levels of work-to-family conflict. Specifically, depression permanently reallocates resources of the employee compared to anxiety and stress (Yucel & Borgmann, 2022). Therefore, parallel with Nilsen et al.'s (2016) argument that when depression is added to the equation, anxiety and stress measures did not increase explanatory contribution, only the depressive symptoms of both parents were positively related to their work-to-family conflict in the current study.

2.4.6 The Link Between Marital Conflict and Work-to-Family Conflict

In addition to the spillover effect of work-to-family conflict to employees' non-work domain, it can also cross over to the relations with members of the inner circle, such as their partner (Schnettler et al., 2021). In line with *Hypothesis 2*, parents' marital conflict was positively related to work-to-family conflict. There might be several reasons for the crossover effect. First, increased work hours and demanding work roles may limit both the amount and quality of time spent with the partner (Bagherzadeh et al., 2016). The increased negative tone between partners, or decreased time interactions, may result in high levels of marital conflict (Berger & Kellner,1964). When mothers' family life is as stressful as their work life, they perceive high levels of work-to-family conflict (Ross et al., 2019). Another reason might be the family role participation. When strains at work limit their participation in the family responsibilities effectively (Reimann et al., 2022) or when one partner performs more housework and childcare duties than the other (Allen et al., 2000), conflict between partners occurs. Unequal distribution of domestic chores increases marital conflict in dual-income couples (Cerrato & Cifre, 2018). When mothers put most of their time and effort into domestic chores, to the detriment of their work life, and perceive that the division of domestic chores is unfair, marital conflict and work-to-family conflict occur (Alexander & Baxter, 2005).

Regardless of mothers' income level or work status, women's contribution to the household is higher than men's. Therefore, a chain mechanism occurs in which marital

conflict due to the perception of unequal distribution of housework leads to work-family conflict (Cerrato & Cifre, 2018). There might also be a physiological response behind the couple's argument and work-to-family conflict relationship. Mothers' evening cortisol level slightly increases when they perform domestic chores after a long and exhausting workday (Saxbe et al., 2008; Saxbe et al., 2011). The elevated cortisol level increases the occurrence of marital conflict, in turn, women's work-to-family conflict. Either disruptions in couple relationships (e.g., decreased quality and amount of time) or increased physiological responses (e.g., cortisol increase), marital conflict is positively related to work-to-family conflict. Overall, the results of the current study were parallel with the existing studies showing marital conflict as a significant factor for employed parents' work-to-family conflict.

2.4.7 The Link Between Social Support and Work-to-Family Conflict

Parallel with Hypothesis 1, results of the present study indicated that perceived social support of parents was also related to their work-to-family conflict. Perceived social support from friends for both parents and perception of family social support for mothers were negatively related, but perceived support from a significant other for mothers was positively related to their work-to-family conflict. Existing literature showed that social support coming from all types of sources has shown beneficial effects on employed parents' work-to-family conflict (Michel et al., 2011).

Contrary to Hypothesis 1, results of the present study showed that mothers' high levels of spousal social support were positively related to work-to-family conflict. The findings of the study contradict existing research that has reported the benefits of significant other social support on work-related stresses and family demands (Edwards, 2006; Noor, 2002). Moreover, in line with the gender-socialization process, women are more likely to seek social support from their surroundings and benefit more from spousal support than men in stressful situations (Adams & Golsch, 2022). But the reverse buffering effect is only found for fathers, higher levels of spousal support exacerbate, rather than buffer, the negative impact of job stress on their work-to-family conflict (Westman & Etzion, 2005). Therefore, it is essential to investigate why a

spouse's social support was positively related to employees' work-to-family conflict in the current study.

Working mothers may feel increased tension due to performing multiple roles. Pittman et al. (1996) reported that on days when husbands experience elevated work stress, women take on their husbands' home responsibilities and perform more domestic chores; however, a burden-sharing attitude was not evident in husbands. The role of spousal social support is also related to traditional gender roles. For example, Aycan (2008) has reported as men who hold traditional gender roles in Türkiye are less likely to support their spouse. Mothers are more likely to perceive the division of housework as unfair when they are overloaded with performing multiple work and family roles (Blain, 1994). When expectations for equal participation in domestic chores or childcare are not met, the perception of a lack of instrumental support from husbands may increase distress associated with the support (Huffman et al., 2017). Also, a partner's support may not be an effective or expected type of social support for the support receiver's strains and may not reduce employees' work-to-family conflict (Bavik et al., 2020; Beehr et al., 2010).

Building on findings of the spousal support in the study and parallel with Hypothesis 1, both fathers' and mothers' marital conflict were positively related to their work-to-family conflict. When the individual who provides the social support is also a source of stress, the effectiveness of social support may be diminished (Bavik et al., 2020; Blau, 1981). Partner's contradictory behaviors by showing supportive behaviors without addressing the underlying issues may increase marital conflict, which could lead to the work-to-family conflict (Beehr et al., 2003; Beehr et al., 2010).

In summary, the findings of this study provided the multidimensional nature of work-to-family conflict. The findings revealed that several demographic (age, education level, number of children), work-related (night work, shift work, perceived SES), and non-work-related antecedents (marital conflict, depression, negative affect temperament, social supports) intensify Turkish parents' work-to-family conflict. Following, Study 2 will investigate how parents' work-to-family conflict transfers to their parenting behaviors and children's internalizing behaviors over time

CHAPTER 3

STUDY 2

3.1 Introduction

Work-family conflict is defined as an inter-role conflict when work responsibilities and family duties interfere with each other (Kahn, 1964). Work-to-family conflict arises from permeable boundaries between work and family domains, as well as difficulties in performing both work and family roles concurrently (Kahn et al., 1964; Frone et al., 1997). The rationale for the occurrence of work-to-family conflict is based on the time, strain, and behavior-based incompatibility between work and family responsibilities (Kelloway et al., 1999). Developmental psychologists have primarily focused on work-to-family conflict to investigate how work-related strains spill over into family life (Leiter & Durup, 1996). Studies have demonstrated that work-to-family conflict has negative impacts not only on employees themselves but also on family members (Cho & Allen, 2012; Hart & Kelly, 2006). The present study aims to investigate how parents' work-to-family conflict was related to child internalizing behaviors, and mediator roles of perceived parental rejection, and moderator roles of marital conflict and social support.

The relationship between work-to-family conflict and child outcomes can be explained by Spillover-Crossover Theory, which focuses on the intra-individual and inter-individual transmission of work and family stress (Bolger et al., 1989). Spillover indicates the intra-individual transmission of work-to-family conflict, such as to the employee's parental role or partner role (Colombo & Ghislieri, 2008; Zedeck & Mosier, 1990), whereas cross-over refers to the inter-individual transmission, such as on their children's mental health (Huffman et al., 2017; Schnettler et al., 2021).

Another theory that explains the direct and indirect relationship between parents' work-to-family conflict and child outcomes is Ecological Systems Theory. According to Ecological Systems Theory (Bronfenbrenner, 1986), individuals are nested within several ecosystems, and each system has a direct, indirect, or cumulative influence on children (Vieira et al., 2016). Family environment can be referred to as a microsystem, which is an individual's innermost system (Voydanoff, 2002, 2008). Parents' behavior or interparental conflict as children's microsystem is considered a vital factor in the development of internalizing symptoms (Stacks, 2005). The mutual interaction between the parents' work exosystem and family microsystem creates the work-family mesosystem (Hill, 2005). In that aspect, work and family are two related systems, and what happens to an employee is determined by both their work sphere and family sphere (Elloy & Smith, 2004; Rosa & Tudge, 2013). The direction of interference between work and family substantiates the mechanism in the mesosystem in which parents' work life can affect their family life or vice versa (Hess & Pollmann-Schult, 2019).

The exosystem indirectly affects child development, even though the child is not an active participant within this system. Parallel with the Spillover-Crossover theory (Zedeck & Mosier, 1990), the tension due to incompatibility between work demands with family responsibilities may spill over to parents' family role performance, which can be their parenting behaviors or marital relations (Dinh et al., 2017; Leach et al., 2021). In that aspect, parents' work life, which can be considered as children's exosystem, can indirectly impact children's developmental outcomes through their parent-child relationship (Chai & Schieman, 2021; Rosa & Tudge, 2013). Lastly, a broader ecosystem called as macrosystem shapes the child's development through socioeconomic and cultural contexts. In that aspect, cultural values and societal norms can affect parenting behaviors by determining how and to what extent parents interact with their children (Chuang et al., 2018; Yang & Oh, 2024). Considering these theoretical standpoints, the following section will present research findings for the indirect relationship between parents' work-to-family conflict and internalizing behaviors of children and adolescents.

3.1.1 The Direct and Indirect Association Between Work-to-Family Conflict and Child Internalizing Behaviors

Applying Bronfenbrenner's Ecological Theory (1986), Spillover-Crossover Theories (Bolger et al., 1989) in the work-to-family conflict, employees' work-to-family conflict has been linked to undesirable work and non-work-related consequences (Amstad, 2011). In that respect, negative parenting behaviors, marital conflict, and poor child psychological health are considered some of the non-work-related consequences of work-to-family conflict (Aycan & Eskin, 2005; Brock & Kochanska, 2016; Fellows et al., 2016; Kossek & Ozeki, 1998). The current study focused on both the direct and indirect associations between parents' work-to-family conflict and child internalizing behaviors. Therefore, in the following sections, each path on the association between parents' work-to-family conflict and child internalizing behaviors through the mediator role of perceived parental rejection will be explained sequentially, enabling a comprehensive understanding of the indirect effects within the proposed model. First, the direct association between work-to-family conflict and child internalizing behaviors will be introduced. After that, each path will be presented in the following order: the link between work-to-family conflict and parenting, the association between parenting to internalizing behaviors, the mediated relationship between work-to-family conflict and internalizing behaviors, and finally the moderating roles of marital conflict and social support.

Given that the primary focus of this study was to examine the association between mothers' and fathers' work-to-family conflict and internalizing behaviors of children and adolescents, it is essential to provide a brief definition of internalizing behaviors to ensure contextual understanding. Internalizing behaviors involve depression, anxiety, withdrawal, and somatic complaints (Achenbach et al., 1987). Risk factors of internalizing problems have also been categorized as child-related (such as age and gender) and family-related (such as parenting practices, parent psychopathology) factors. Internalizing behaviors can emerge at any developmental period, but the prevalence and intensity of them are notably high during adolescence (Albano & Krain, 2005; Silverman & Carter, 2006). Also, there is a gender difference in

internalizing behaviors are observed more in girls compared to boys (Albano & Krain, 2005; Pinquart, 2017; Silverman & Carter, 2006).

Work-to-family conflict is a contextual risk factor for child internalizing behaviors. The direct relationship between parents' work-to-family conflict and children's internalizing behaviors has been shown by a number of studies. Bilodeau et al. (2023) in their systematic review found that several studies showed the direct association between parents' work-to-family conflict and children's internalizing behaviors both concurrently and over time (Chai & Schieman, 2022; Leach et al., 2021). Work-to-family conflict has been demonstrated to be associated with internalizing problems through different developmental stages. Most of the studies have focused on preschool children since parental demands are more intense when children are younger (Kagnicioglu, 2017). Many studies demonstrated the direct association between work-to-family conflict and preschool children's internalizing behaviors for both parents (Dinh et al., 2017; Strazdins et al., 2013), only for mothers (Hart & Kelly, 2006), or for fathers (Vieira et al., 2016) across various countries (Putnick et al., 2015). The direct association between work-to-family conflict and child internalizing symptoms was also found in middle childhood (Lim, 2024; Vahedi et al., 2018) and early adolescence (Hess & Pollman-Schult, 2019). But Yucel and Latshaw's study (2021) has found that maternal work-family conflict is associated with internalizing problems for middle school-aged children, while the negative impact of paternal work-family conflict on children's internalizing problems is stronger for children during early adolescence. These studies show that work-to-family conflict from both parents affects internalizing behaviors of children and adolescents across all developmental periods.

Among the family factors, the link between work-to-family conflict and child mental health outcomes can be explained by three plausible processes, which are parenting behaviors, parents' mental health, and marital conflict (Babaoglu, 2018; Dinh et al., 2017; Strazdins et al., 2006). Moreover, social support was demonstrated as a stress buffer on parents' work-to-family conflict or parenting behaviors (Malinen et al., 2017). Immediate or prolonged exposure to work-family conflict is directly linked to negative parenting, interparental conflict (Leach et al., 2021), and internalizing

problems (Vahedi et al., 2019a). In the present study, parenting (specifically, perceived parenting rejection) was included as a mediator in the association between work-to-family conflict of parents and internalizing behaviors of children over time. Further, marital conflict and social support were included as moderators between work-to-family conflict and perceived parental rejection.

To understand the indirect link between work-to-family conflict and child internalizing behaviors, the association between work-to-family conflict and parenting behaviors should be understood. Parents' work-to-family conflict may incapacitate parenting behaviors, either limit the amount of time spent with children or increase the negative tone to children, which in turn adversely affects children's internalizing behaviors (Chai & Schieman, 2021; Kramer & Kramer, 2021). Demanding work roles and extensive work hours reduce working parents' time available for their children (Genadek & Hill, 2017) and increase parents' time-based and strain-based work-to-family conflict (Cho & Allen, 2012). Ilies et al. (2007) conducted a study with academicians and showed that high levels of work-to-family conflict decrease parents' social activities with their children (e.g., going to the park, visiting family members, eating together).

Another pathway in the indirect link between work-to-family conflict and child internalizing behaviors is the link of work-to-family conflict with parenting behaviors. Work-to-family conflict is related to various negative parenting behaviors, which are harshness, discipline, irritability, decreased warmth (Babaoglu, 2018; Cooklin et al., 2016b), coldness, lack of responsiveness (Cooklin et al., 2015a), frustration (Viera et al., 2016), verbal harshness (Hess & Pollmann-Schult, 2019), disciplinary behaviors, decreased emotional stability, parental availability, and parental knowledge (Lau, 2010). Parents' work-family conflict had negative impacts on their parenting by decreasing attachment, involvement, and increasing frustration (Vieira et al., 2016). In Hess and Pollmann-Schult's study (2019), parents' work-family conflict predicted their verbally harsh parenting behaviors (e.g., criticizing, scolding). Several studies highlighted that parents' work-to-family conflict decreased warmth and increased irritable parenting practices (Cooklin et al., 2015a; Cooklin et al., 2016b).

Although a number of negative parenting behaviors were found to be related to parents' work-to-family conflict, the association between parents' work-to-family conflict and children's perception of parental rejection has received little attention in the literature. Thus, the present study focuses on the relationship between work-to-family conflict and perceived parental rejection. Parental Acceptance-Rejection Theory (PARTheory, presently known as IPARTheory) explains the parenting behaviors that are perceived by children as being cared about (acceptance) or not cared about (rejection) (Rohner, 2004; 2016). As construed in IPARTheory, parental acceptance and parental rejection are two fundamental parenting behaviors that are based on high and low dimensions of warmth. When children perceive that they are not cared for, loved, or appreciated by their parents, they feel rejected by their parents (Ali et al., 2019). Parents' acceptive behaviors refer to positive parenting behaviors, including affection, appreciation, nurturance, and responsiveness towards their children. In contrast, the frequent use of negative expressions such as coldness/unaffection, aggression/hostility, neglect/indifference, or undifferentiated rejection represents rejective parenting behaviors (Rothenberg et al., 2020). Using one of them or a total of these behaviors is referred to as parental rejection. Based on Khaleque and Rohner's meta-analysis (2002) with 43 studies, Parental Acceptance-Rejection Theory draws *cross-cultural* validity, and a continuum (Rohner et al., 2010) rather than fixed categories.

Building on findings that connect work-to-family conflict to both negative parenting and child internalizing behaviors, the relationship between parental rejection and internalizing behaviors is critical to understanding the indirect effect. Parental rejection has been linked to a number of adverse outcomes in children and adolescents, including but not limited to internalizing behaviors (Pinquart, 2017), externalizing behaviors (Rothenberg et al., 2020), lower academic achievement, and prosocial behavior (Ali et al., 2019), and emotional stability (Rohner, 2004). Children who perceived themselves to be rejected by parents are also at increased risk for internalizing problems (Rothenberg et al., 2023). The detrimental effects of parental rejection on children's internalizing behaviors have been found across different ages. Parental rejection appeared to increase elementary school children's (Putnick et al.,

2015; Verhoeven et al., 2011) and pre-adolescents' and adolescents' anxiety symptoms (Nunes et al., 2013), and total internalizing symptoms (Nishikawa et al., 2010). Maternal and paternal rejection has also been longitudinally associated with children's internalizing behaviors. Rothenberg and colleagues (2020) have followed children and their parents and found that when children perceived high indifference/neglect, undifferentiated rejection, and hostility/aggression, they showed elevated internalizing problems at the age of 7. But Rothenberg et al. (2023) suggest that additional longitudinal research is needed to understand the association between parental rejection and internalizing behaviors across time.

To better understand the mechanisms underlying the association between work-to-family conflict and internalizing behaviors of children and adolescents, in-depth research is required for both parents, particularly incorporating the role of perceived parenting rejection in this association. The indirect relationship between work-to-family conflict and child internalizing behaviors might differ based on the parenting behaviors. Negative parenting behaviors that are examined on work-family conflict and child internalizing problems were mostly parental harshness (Hess & Pollmann-Schult, 2019), parental control (Wang et al., 2022), decreased warmth, and increased obedience (Akcinar & Ozbek, 2021; Lim, 2024), frustration, decreased parental involvement (Vieira et al., 2016), inconsistent discipline, and corporal punishment (Hosokawa & Katsura, 2021). In terms of the developmental process, the association between employed parents' work-to-family conflict, negative parenting behaviors, and internalizing problems has been found across early childhood (Vieira et al., 2016; Wang et al., 2023), middle childhood (Hosokawa & Katsura, 2021), and adolescence (Dinh et al., 2017; Vahedi et al., 2019a; Yucel & Latshaw, 2021). Given the limited research on the association between work-to-family conflict and child internalizing behaviors in the scope of parental rejection, this study aims to clarify the relationship through the mediator role of parental rejection for both parents.

As indicated in the above studies, there is growing evidence on how parents' work-to-family conflict and parenting influence children's internalizing behaviors. (Hart & Kelly, 2006; Strazdins et al., 2013), But research findings seem to be inadequate in

terms of the inclusion of perceived parental rejection. Also, Bilodeau and colleagues in their systematic review (2023) highlight that the inclusion of both mothers and fathers in work-to-family conflict research is not common in prior literature. Although existing studies measured decreased warmth, harshness, or hostility as mediators, they nonetheless did not conceptualize these variables as components of parental rejection. Understanding the children's perspective on their parents' behaviors is essential for exploring how children's perception of parental behaviors as rejecting affects their internalizing behaviors. In terms of child mental health, it is important to examine internalizing behaviors compared to other mental health problems since anxiety, depression, withdrawal, and somatic complaints are not overtly expressed and difficult to recognize (Caqueo-Urízar et al., 2022; Muhtadie et al., 2013; Stacks, 2005). Also, the internalizing behaviors cannot be explained only by the mediator role of parental rejection. Additional mechanisms may enlighten the indirect association from parents' work-to-family conflict to children's internalizing behaviors over time. Therefore, it is important to understand whether the indirect association between work-family conflict and later child internalizing behaviors is present, accounting for possible moderators. The following section will provide the moderating role of marital conflict on the indirect link between work-to-family conflict and child internalizing problems.

3.1.1.1 The Indirect Association Through the Marital Conflict

While empirical findings suggested marital conflict as a predictor of work-to-family conflict (Cerrato & Cifre, 2018), parenting behaviors or child internalizing behaviors (Kramer, 2021), marital conflict was also found as an outcome of parents' work-to-family conflict due to a bidirectional association (Cooklin et al., 2015a; Hill, 2005; Minnotte et al., 2015; Schulz et al., 2004). To understand the indirect effect of marital conflict on the association between work-to-family conflict and child internalizing behaviors, it is first necessary to understand the direct association between work-to-family conflict and marital conflict. Spillover effects of employees' work-to-family

conflict on their marital relationship has been demonstrated in several studies. Work-to-family conflict increases marital problems through decreased time spent with the

partner. When an employee experiences work-to-family conflict, detrimental effects on interparental relationships occur with decreasing time interacting with their spouse (Schulz et al., 2004), in turn increasing couple arguments (Cooklin et al., 2015a; Crouter et al., 2001).

Marital conflict is also related to parenting behaviors. While a healthy relationship between couples enhances children's well-being, conflict between couples has negative consequences on employed parents' parenting behaviors and child outcomes (Hair et al., 2009; Kramer, 2021; Xiao et al., 2020). Marital conflict of employed parents may also spill over to their parenting behaviors, mostly through increasing negative parenting behaviors. A meta-analytic review conducted with 39 studies has found that marital conflict spilled over to their parenting behaviors by increasing harshness and decreasing parental acceptance (Krishnakumar & Buehler, 2000). Parents who experience marital conflict are more likely to display negative parenting behaviors with angry, punitive, and less sensitive behaviors (Tavassolie et al., 2016) and be emotionally withdrawn from their children (Grych & Fincham, 1990).

Building on Strazdins et al.'s study (2006), work-to-family conflict and marital conflict are major risk factors for children's internalizing behaviors (Rhoades, 2008). The marital conflict can both directly and indirectly affect the children's internalizing behaviors (Katz & Gottman, 1993). The direct effect of parents' marital conflict on children's internalizing symptoms has been found both cross-sectionally (Rhoades, 2008; Ulu & Fisiloglu, 2002) and longitudinally (Brock & Kochanska, 2016; Giallo et al., 2022). In terms of developmental stages of children, the detrimental effects of marital conflict on children's internalizing behaviors have been found for girls (El-Sheikh, 2005; Kerig, 1998), boys (Cummings et al., 1994), early childhood, middle childhood (Grych & Fincham, 1990; Kerig, 1996), and adolescence (Harold et al., 1997; Wang et al., 2014).

To date, the effects of marital conflict have mostly been studied as an outcome of work-to-family conflict or as an independent predictor of parenting. But when the indirect effect of marital conflict is evaluated on the link between parents' work-to-family conflict and child internalizing behaviors, marital conflict is mostly included as

a mediator (Gerard et al., 2006; Han et al., 2017; Schoppe-Sullivan et al., 2007; Vahedi et al., 2018; Vahedi et al., 2019b; Xiao et al., 2020). While work-to-family conflict experienced by parents detrimentally influences their parenting and children's internalizing behaviors, parents' work-family conflict can also spill over to their marital relations (Dinh et al., 2017; Vahedi et al., 2018). However, the longitudinal relationship between parents' work-to-family conflict and children's internalizing behaviors through the mediator role of parental rejection and the moderator role of marital conflict remains unclear. It is essential to examine marital conflict as a moderator; not only is the research scarce in the literature, but marital relations, along with work-to-family conflict, are a highly influential factor for children's family context (Dinh et al., 2017). While the role of marital conflict as a moderator between work-to-family conflict and parenting to predict child internalizing remains an area that requires further research, less is known about how social support buffers the effects of work-to-family conflict on perceived parental rejection and child internalizing behaviors. Therefore, the following section will investigate the role of social support on work-to-family conflict, parenting, and child internalizing behaviors.

3.1.1.2 The Indirect Association Through the Social Support

The relationship between social support and work-to-family conflict is well-established, but the literature so far does not come up with a consensus about the role of social support (French et al., 2018). Social support from a variety of sources, such as family, friends, and significant others, is beneficial for employed parents' work-to-family conflict (Elliott, 2003; van Daalen et al., 2005, 2006) or as a buffer between work-to-family conflict and negative parenting behaviors (Malinen et al., 2017). According to the existing studies, the moderator role of social support on the association between work-to-family conflict and parenting behaviors has received limited attention in the literature. Instead, most of the studies included social support as an independent predictor for work-to-family conflict. Some studies have found a relationship between social supports and parenting behaviors which parents' high levels of social support decreased the effects of work-to-family conflict on negative parenting behaviors (Malinen et al., 2017; Zhou & Taylor, 2022). In terms of the

relationship between social support and internalizing behaviors, parents' social support from friends is negatively related to internalizing behaviors of their children (Zhou & Taylor, 2022). Due to a lack of comprehensive studies about the role of social support on parenting behaviors or internalizing behaviors of children, the role of social support will be explained by focusing on the stress-buffering model (Cohen & Wills, 1985) to facilitate the understanding.

Literature h lack of consensus points to debatable findings in the literature. Research shows a buffering role or moderating effect of social support **(**Cohen & Wills, 1985), a reverse-buffering effect **(**Reimann et al., 2022), or no buffering effect of social support (Carlson & Perrewé, 1999) on strains. To the best of our knowledge, most parenting research conducted so far has focused on the main effects of social support on parental stress. Few studies have addressed the buffering role of social support on parenting behaviors and internalizing behaviors of children, but these studies did not include work-to-family conflict. One of those rare studies, which was conducted by Heberle (2015) has found that, parents' high levels of social support buffered the indirect association between parents' psychological distress and child internalizing behaviors over time through the mediating role of negative parenting behaviors. Even if social support may buffer the negative effects of work-to-family conflict, undesirable consequences on the support recipient or family members may occur. Mathieu and colleagues (2018) in their meta-analysis have found the reverse buffering effects of social support on the stressor-strain relationship. These reverse-buffering effects of social support may happen either by directly affecting the relationship with family members or indirectly by depleting employees' physical and psychological resources to cope with additional stressors (Reimann et al., 2022). Although the effect of social support on parenting behaviors, whether direct (Zhou & Taylor, 2022); or indirect (Heberle et al., 2015), has been documented in some studies, it is proposed that the buffering effect on parenting behaviors may become more salient in stressful conditions such as work-to-family conflict.

Based on the limited literature findings, the significance of social support on parenting behaviors and child internalizing is notable. However, to our knowledge, there has

been no empirical research investigating the buffering role of social support in the relationship between both parents' work-to-family conflict and child internalizing behaviors through perceived parental rejection in the literature. In addition, no prior research has examined this association using a longitudinal design. But the proposed association in the current study can be grounded in the stress-buffering model (Cohen & Wills, 1985), in which a healthy support system decreases the impact of work-to-family conflict. This study overcomes the limitations of previous research by implementing a moderating role of social supports, including family, friends, and significant others, to test the longitudinal association between parents' work-to-family conflict and children's internalizing behaviors. This study will make a unique contribution to the existing research by examining social support as a moderator of the mediated relationship within Turkish sample of employed parents and children using a moderated mediation model.

3.1.2 Research Objectives & Hypotheses

After the groundwork of Perry-Jenkins et al.'s study (2000) about work and family, attention to the effect of work-to-family conflict on child outcomes has expanded in the 21st century (Bianchi & Milkie, 2010; Perry-Jenkins & Gerstel, 2020). To better understand the effects of employed parents' work-to-family conflict on internalizing behaviors of children and adolescents, the current study reviewed the literature to examine the association between work-to-family conflict and child internalizing behaviors. While there are some studies investigating the impact of parents' work-to-family conflict on internalizing behaviors of children and adolescents (Strazdins et al., 2013), both parents' inclusion is not commonly observed in studies (Bilodeau et al., 2023). Since mothers' and fathers' work-family conflict tend to differ due to gender roles, investigating the consequences of their work-family conflict, specifically their parenting behaviors, would inform us about their children's experiences and developmental outcomes of internalizing problems. Although there has been much research on the effects of work-to-family conflict on negative parenting behaviors, preexisting studies have not addressed the relationship between both parents' work-to-family conflict on child internalizing problems through perceived parental rejection

longitudinally. Therefore, the current study will analyze this link through the direct and indirect relationship between work-to-family conflict and child internalizing behaviors over time. Specifically, social support and marital conflict will be tested as moderators in the association with the Turkish nationwide sample. This study was expected to contribute to the existing literature by exploring the relationship between parents' work-to-family conflict and internalizing behaviors in a comprehensive and longitudinal way. The proposed model was presented in Figure 1.

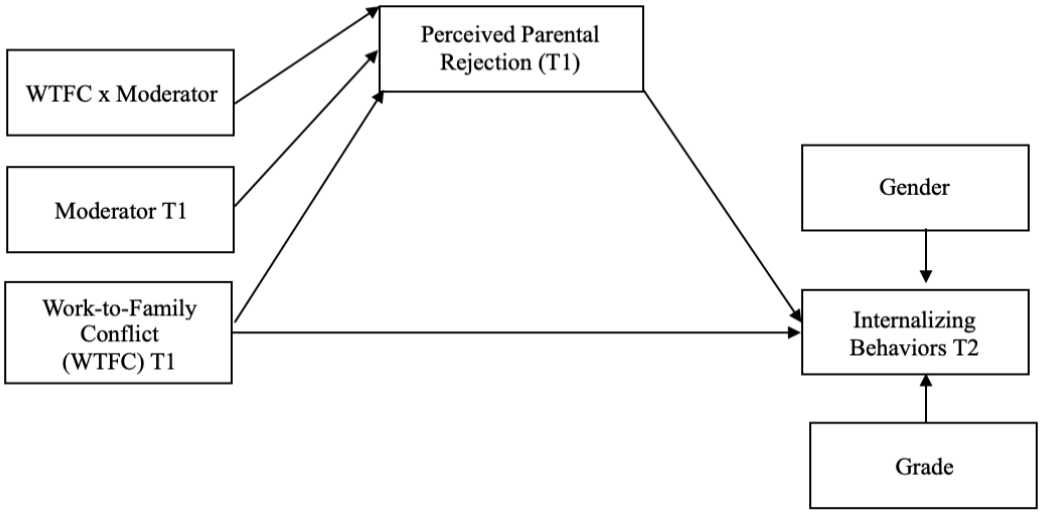

Figure 1. Proposed Moderated Mediation Model for Parents

Notes. Moderator variables are Marital Conflict, Family Social Support, Friend Social Support, and Significant Other Social Support. Each moderator variable enters the model separately. Child Grade and Gender are control variables.

The proposed moderated mediation model was separately examined for mothers and fathers for each moderator. Therefore, the following hypotheses are proposed:

H3: The work-to-family conflict of parents would be positively related to the perceived parental rejection.

H4: The children's and adolescents' perception of parental rejection would be positively related to their internalizing behaviors over time.

H5: The work-to-family conflict of parents would be positively related to internalizing behaviors in children and adolescents over time.

H6: Perceived parental rejection would mediate the link between parents' work-to-family conflict and internalizing behaviors among children and adolescents, such that an increase in work-to-family conflict would be positively related to children's perceptions of more parental rejection from their parents, which in turn, would be positively related to children's and adolescents' internalizing behaviors over time.

H7a: Marital conflict would moderate the effect of work-to-family conflict on parental rejection that in the presence of high levels of marital conflict, the effect of work-to-family conflict would be positively associated with perceived parental rejection.

H7b: Family social support would moderate the effect of work-to-family conflict on parental rejection that in the presence of high levels of family social support, the effect of work-to-family conflict would be negatively associated with perceived parental rejection.

H7c: Friend social support would moderate the effect of work-to-family conflict on parental rejection that in the presence of high levels of friend social support, the effect of work-to-family conflict would be negatively associated with perceived parental rejection.

H7d: Significant other social support would moderate the effect of work-to-family conflict on parental rejection that in the presence of high levels of significant other social support, the effect of work-to-family conflict would be negatively associated with perceived parental rejection.

H8a The indirect effect of parents' work-to-family conflict on child internalizing behaviors via perceived parental rejection would differ by marital conflict, such that the indirect effect of parents' work-to-family conflict on child internalizing behaviors would be stronger when marital conflict is high.

H8b: The indirect effect of parents' work-to-family conflict on internalizing behaviors in children and adolescents via perceived parental rejection would differ by family social support, such that the indirect effect of parents' work-to-family conflict on child internalizing behaviors would be stronger when family social support is low.

H8c: The indirect effect of parents' work-to-family conflict on internalizing behaviors in children and adolescents via perceived parental rejection would differ by friend social support, such that the indirect effect of parents' work-to-family conflict on child internalizing behaviors would be stronger when friend social support is low.

H8d: The indirect effect of parents' work-to-family conflict on child internalizing behaviors via perceived parental rejection would differ by significant other social support, such that the indirect effect of parents' work-to-family conflict on child internalizing behaviors would be stronger when significant other social support is low.

3.2 Method

3.2.1 Participants

Parallel with Study 1, participants were Turkish parents and their children who participated in the longitudinal nationwide study. Parents and their children were included if they had data available on the selected time points. Employed parents were not couples, but separate individuals. Mother's age ranged between 26 and 54 years old (*M*= 39.2, *SD*= 5.1).

In terms of fathers' ages, fathers age ranged between 26 to 59 years old (*M*= 41.5, *SD*= 5.4). 860 mother-child dyads and 469 father-child dyads were included to the Study 2. The children's grades ranged from 1st to 11th grade (*M*= 5.8, *SD*= 3.3). Three hundred forty-three students were enrolled in primary school (39.9%), 270 in middle school (31.4%), and 247 in high school (28.7%) (*M*= 1.9, *SD*= 0.8). Approximately half (50.5%) of the children were girls (*M*= 0.5, *S*D= 0.5). Tables 6 and 7 showed the socio-demographic characteristics of the sample.

Table 6. Demographic Characteristics of Parents at Study 2

	Mothers		Fathers	
Variables	n	%	n	%
Age	854	-	469	-
Education Level	860	-	469	-
Illiterate	3	0.3	-	-
Literate	5	0.6	4	0.9
Primary School	90	10.5	58	12.4
Middle School	87	10.1	74	15.8
High School	243	28.3	169	36.0
Undergraduate	372	43.3	132	28.1
Graduate	60	7	32	6.8
Number of Children	860	-	469	
One Child	139	16.2	59	12.6
Two Child	527	61.3	263	56.1
Three Child	161	18.7	120	25.6
Three Or More	33	3.8	27	5.8
Work Schedule	860	-	469	-
Shift Work	97	11.3	86	18.3
Nighttime	14	1.6	9	1.9
Daytime	749	87.1	374	79.7

Table 7. Demographic Characteristics of Children at Study 2

	Mother-Child Data		Father-Child Data	
Variable	n	%	n	%
Child Grade	860	-	469	-
1st grade	98	11.4	62	13.2
2nd grade	88	10.2	56	11.9
3rd grade	80	9.3	47	10.0
4th grade	77	9.0	56	11.9
5th grade	94	10.9	51	10.9
6th grade	65	7.6	50	10.7
7th grade	59	6.9	34	7.2
8th grade	52	6.0	28	6.0
9th grade	89	10.3	31	6.6
10th grade	89	10.3	30	6.4
11th grade	69	8.0	24	5.1
Child School	860	-	469	-
Primary School	343	39.9	221	47.1
Middle School	270	31.4	163	34.8
High School	247	28.7	85	18.1
Gender of Child	860	-	469	-
Girls	434	50.5	226	48.2
Boys	426	49.5	243	51.8

3.2.2 Measures

3.2.2.1 Demographic Variables

Parallel with the Study 1, parents provided information about the demographic variables about themselves (e.g., age, education level, number of children, and work schedule), and their child (e.g., grade of children, age, and gender) in the demographic information form.

3.2.2.2 Marital Conflict

The marital conflict of parents was assessed with the same scale in Study 1. The conflict between partners was measured using the Conflict subscale in the "Love and Relationship Inventory" (Braiker & Kelley, 1979). An example item is "When you and your spouse argue, to what extent are the problems or arguments serious?". Parents responded to the five items on a 5-point Likert-type scale from 1 as "rarely" to 5 as "very often". The Cronbach's alpha for the Conflict subscale was found as .66 for mothers and .68 for fathers from the current nationwide sample collected between December 2021 and June 2022. The total marital conflict score was calculated by the mean composite score of items. A higher score indicates greater marital conflict between partners.

3.2.2.3 Perceived Social Support

The perceived social support of parents was measured by the same scale in Study 1, which was "The Multidimensional Scale of Perceived Social Support" (Zimet et al., 1988). The scale was consisted of 12 statements with three subscales of family social support (e.g., "My family tries to help me"), friends social support (e.g., "I can talk about my problems with my friends"), and significant other social support (e.g., "There is a special person in my life who cares about my feelings"). Participants were asked to rate their agreement with each statement on a 5-point Likert scale from 1 as "completely disagree" to 5 as "completely agree". For the current nationwide sample,

data were collected between December 2021 and June 2022, the internal consistencies for family, friends, and significant other social supports were found to be 88, .90, and .94, respectively.

3.2.2.4 Child Internalizing Behaviors

Emotion-based and behavior-based problem behaviors were measured using the maternal report of "The Child Behavior Checklist" (CBCL/6-18; Achenbach & Rescorla, 2001). The 32-item internalizing behaviors consisted of three subscales, which are Anxious/Depressed (e.g., "cries a lot"), Withdrawn/Depressed (e.g., "would rather be alone than with others"), and Somatic Complaints (e.g., "Nausea, feels sick without medical cause"). The current study used maternal reports for children by considering the past 6 months on a 3-point Likert-type scale from 0 as "not true" to 2 as "very true or often true". The Cronbach's alpha values were .82 for internalizing problems in the Turkish adapted scale (Erol & Simsek, 2010). Based on the current nationwide longitudinal data collected between December 2022 and June 2023, the internal consistencies for anxious/depressed, withdrawn/depressed, somatic complaints, and total internalizing behaviors were reported as .75, .80, .76, and .88, in order. The total score of internalizing behaviors was calculated by taking the mean score of all items.

3.2.2.5 Parental Rejection

The children's perception of parents' accepting and rejecting behaviors was assessed through a short version of the "The Child Parental Acceptance-Rejection Questionnaire" (PARQ, Rohner, 2005). In the 24-item scale, the parental rejection behaviors consisted of three subscales, which are "hostility/aggression" (e.g., "My mother/father says many unkind things to me."), "undifferentiated rejection" (e.g., "My mother/father does not seem to love me."), and "indifference/neglect (e.g., "My mother/father is too busy to answer my questions"). Children responded to items thinking about both parents separately on a 4-point Likert scale from 1 as "never" to 4 as "always". In the scope of the current project, the total rejection score was calculated

by taking the mean scores of hostility/aggression, undifferentiated rejection, and indifference/neglect items. One item in indifference/neglect (e.g., “My mother/father pays a lot of attention to me”) was excluded from further analysis due to a low item reliability score. Based on the current nationwide longitudinal data collected between December 2021 and June 2022, the internal consistency of hostility/aggression, indifference/neglect, and undifferentiated rejection based on nationwide data was reported as .77, .71, and .75 for mothers, and .80, .74, and .79 for fathers, respectively. The composite mean score represents the extent of children’s perception of parental rejection.

3.2.2.6 Work-Family Conflict

Similar to Study 1, the Work-Family Conflict scale aims to measure the interference between work responsibilities and family duties with Work Interference with Family (WTFC) and Family Interference with Work (FIW) subscales (Netemeyer et al., 1996). Participants responded to the items on a 5-point Likert-type scale from 1 as “Strongly Disagree” to 5 as “Strongly Agree”. Only the 5-item WTFC subscale was included in the study to measure work interference with family. WTFC items included “My job produces strain that makes it difficult to fulfill family duties”. Apaydın (2004) reported the internal consistency of the Turkish adaptation as .86 for the WTFC subscale. Based on the current nationwide data collected between December 2021 and June 2022, Cronbach’s alpha was reported as .90 for both maternal and paternal WTFC. The total WTFC score was calculated by taking the mean score of the relevant items. Higher scores indicate the extent of interference from work duties to family responsibilities.

3.2.3 Procedure

After obtaining legal permissions from the Ministry of Education in Türkiye and ethical approval from the ethics committee at Middle East Technical University (see Appendices A & B), the data of the nationwide longitudinal study were collected at two time points with a one-year interval. The Time 1 data collection occurred between January and June 2022, while the Time 2 data collection occurred between January

and June 2023. At the beginning of Time 2 data collection, a severe earthquake occurred on the 6th of February 2023, which seriously impacted several cities in Türkiye. After the declaration of emergency for earthquake areas, many people evacuated from those cities to shelters or other safe cities. As a result, participants in 24 schools of those cities were excluded from the Time 2 data collection.

Aforementioned in Study 1, schools were randomly selected by the Turkish Statistical Institute (TUIK) via probability-proportional-to-size sampling (PPS) method to establish a nationwide sample. In that respect, parents and children in our sample can be considered as representing the families in Türkiye. Trained researchers (i.e., graduate students or undergraduate field students) contacted the school administration and teachers about the project. One class for each grade was randomly selected by trained researchers. When the necessary number of participants were not obtained from those classes, another class was selected randomly. After that, researchers have reached out to children and their parents through administrative staff and teachers. Parents were informed about the exclusion criteria, which were death of biological mother, not living with a biological mother, and having a medical condition preventing participation in the study. Parents who agreed to participate gave their contact number in the informed consent form at Time 1. Researchers contacted these parents at Time 2 to follow up. Participants were informed that if they felt uncomfortable or reluctant to complete the study, they could leave the study at any time.

Parallel with Study 1, parents have completed questions on their mobile phones or computers via the Qualtrics link (Qualtrics, 2021). The Qualtrics link was designed to prevent skipping items; therefore, participants did not miss any items in the study. Subsequently, children have filled out questions during school time through the Qualtrics link on tablets provided by researchers. First- and second-grade students' data collection followed a different format from that of older students. An animated figure was designed to facilitate the comprehension of questionnaires of first and second-grade children. This character read the questions aloud on tablets. Children listened to the questions via headphones and answered them in a Likert-type format. At the end of the study, small presents were given for their contribution to the study.

3.2.4 Analysis Plan

First, preliminary analyses and correlation analyses were performed using the IBM SPSS (version 29) (IBM, 2023). Then, to examine the indirect relationship between parents' work-to-family conflict and child internalizing behaviors, moderated mediation analyses were performed using the Analysis of Moment Structures (AMOS, version 26) (Arbuckle, 2019).

3.3 Results

The current study examined the association between parents' work-to-family conflict (WTFC) and internalizing behaviors of children and adolescents over time. The analyses were conducted in four stages. First, preliminary analyses were used to test assumptions and the normality of variables. After that, bivariate correlations between variables were calculated separately for both parents. Third, eight moderated mediation models were run separately for both parents to examine the mediating role of perceived parental rejection and the moderating effects of marital conflict and social supports (family, friends, and significant others) between parents' WTFC and perceived parental rejection. Lastly, visual graphs were illustrated for moderation analyses. Below, preliminary analyses, correlational analyses, and moderated mediation analyses of the hypothesized model were presented.

3.3.1 Preliminary Analyses

For preliminary analysis, the IBM SPSS (version 29) (IBM, 2019) and AMOS (version 26) (Arbuckle, 2019) were used. First, parents who did not work and were not living with a partner were excluded from the dataset. When the missing scales were controlled, 591 cases were removed from the mother-child matched data (i.e., 70 in work-to-family conflict, 72 in parental rejection, 15 in marital conflict, and 434 in child internalizing). Following, 244 cases were deleted from the father-child matched data due to missing scales (i.e., 73 in work-to-family conflict, 16 in parental rejection, 1 in marital conflict, 2 in social support, and 152 in child internalizing). When

unmatched parent-child data were excluded, 860 mother-child dyads and 469 father-child dyads remained for further analysis.

The assumption of univariate normality was evaluated using skewness and kurtosis statistics from the parents' dataset. Regarding the cutoff values of skewness and kurtosis, which are between absolute values of 3 and 10, respectively (Kline, 2011), univariate normality was achieved. The bootstrapping sampling method was preferred based on Field's suggestion (2018). Multivariate normality was assessed by Mardia's coefficient, based on AMOS output. Following Bollen's (1989) guidelines, multivariate normality can be achieved when Mardia's coefficient is less than the threshold value. For calculating the threshold value, p refers to the number of observed variables. When the Mardia's coefficient was below the number obtained from (p x (p + 2)), the multivariate normality assumption can be met. For the current study, each parent's dataset contained seven observed variables. Mardia's coefficients from the AMOS output were lower than 63; thus, the data were multivariate normal. Outliers were detected through Mahalanobis distance. Since the Turkish Statistical Institute (TUIK) randomly selected the sample to generate the nationwide Turkish sample, these outliers reflect the natural variation of the sample and included. After, homoscedasticity and multicollinearity assumptions were assessed. Finally, the Tolerance values and VIF fell within the acceptable range, showing that the multicollinearity was not problematic for this study.

3.3.2 The Bivariate Correlational Statistics Between Study Variables

The bivariate correlations of variables for mother-child dyads (see Table 8) and father-child dyads (see Table 9) were presented separately.

3.3.2.1 Bivariate Correlations of Variables for Mother-Child Pairs

Regarding the correlations between maternal variables and the child variables, mothers' work-to-family conflict was significantly and positively correlated with child internalizing behaviors at Time 2 (r = .20), and marital conflict (r = .28). Surprisingly,

mothers' work-to-family conflict and perceived parental rejection were not significantly correlated. Moreover, Family, friend, and significant other social support were significantly and negatively correlated with mothers' work-to-family conflict (r = -.23; r = -.28; r = -.19, respectively). In terms of the child's internalizing behaviors, perceived parental rejection (r = .14), marital conflict (r = .23), and child grade (r = .10) were positively associated with child internalizing behaviors at Time 2. On the other hand, child gender (r = -.13), family, friend, and significant other social support (r = -.20; r = -.16; r = -.21, respectively) were negatively associated with child internalizing behaviors at Time 2. Regarding the correlations for gender (coded 0= girls, 1= boys), girls were more likely to show internalizing behaviors than boys.

In terms of the correlation result for perceived parental rejection, only family and significant other social support were significantly and negatively correlated with perceived parental rejection for mothers (r = -07; r = -.08, respectively). For marital conflict, family, friend, and significant other social support were negatively associated (r = -.24; r = -.10; r = -.32, respectively). Regarding the correlation result for social supports, family social support was significantly and positively correlated with friend and significant other social support (r = .36; r = .67, respectively). Moreover, friend social support was significantly and positively associated with significant other social support (r = .39). Lastly, child grade and gender were not significantly correlated (see Table 8).

Table 8. Bivariate Correlations for Variables in Mother-Child Pairs (N= 860)

	1	2	3	4	5	6	7	8	9
1.WTFC T1	1								
2.INT T2	.20**	1							
3.REJ T1	-.01	.14**	1						
4.MC T1	.28**	.23**	.04	1					
5.FSS T1	-.23**	-.20**	-.07*	-.24**	1				
6.FRSS T1	-.28**	-.16**	-.05	-.10**	.36**	1			
7.SOSS T1	-.19**	-.21**	-.08*	-.32**	.67**	.39**	1		
8.GRADE	.04	.10**	-.06	.02	-.02	-.06	.00	1	
9.GENDER	-.02	-.13**	.00	.04	.04	.02	.04	.01	1

Note. WTFC (Mother Work-to-Family Conflict), INT (Child Internalizing Behaviors), REJ (Perceived Parental Rejection), MC (Marital Conflict), FSS (Family Social Support), FRSS (Friend Social Support), SOSS (Significant Other Social Support), GRADE (Child Grade), GENDER (Child Gender), T1 (Time 1), T2 (Time 2). Correlation is significant at * p<.05, ** p<.01.

3.3.2.2 Bivariate Correlations of Variables for Father-Child Pairs

Table 9. Bivariate Correlations for Variables in Father-Child Pairs (N= 469)

	1	2	3	4	5	6	7	8	9
1.WTFC T1	1								
2.INT T2	.20**	1							
3.REJ T1	.03	.17**	1						
4.MC T1	.31**	.15**	.03	1					
5.FSS T1	-.13**	-.15**	-.05	-.15**	1				
6.FRSS T1	-.17**	-.09	-.02	-.05	.50**	1			
7.SOSS T1	-.06	-.06	-.08	-.15**	.83**	.48**	1		
8.GRADE	.01	.16**	-.02	.07	-.04	-.02	-.06	1	
9.GENDER	-.08	-.13**	-.03	.05	.06	.01	.02	-.05	1

Note. WTFC (Father Work-to-Family Conflict), INT (Child Internalizing Behaviors), REJ (Perceived Parental Rejection), MC (Marital Conflict), FSS (Family Social Support), FRSS (Friend Social Support), SOSS (Significant Other Social Support), GRADE (Child Grade), GENDER (Child Gender), T1 (Time 1), T2 (Time 2). Correlation is significant at * $p<.05$, ** $p<.01$.

As seen in Table 9, regarding the correlations between paternal variables and the child variables, fathers' work-to-family conflict was significantly and positively correlated with child internalizing behaviors at Time 2 (r = .20), and marital conflict (r = .31). Moreover, Family, and friend social support were significantly and negatively correlated with mothers' work-to-family conflict (r = -.13; r = -.17). Surprisingly, fathers' work-to-family conflict were not significantly correlated perceived parental rejection and significant other social support.

In terms of the child's internalizing behaviors, perceived parental rejection (r = .17), marital conflict (r = .15), and child grade (r = .16) were positively associated with child internalizing behaviors at Time 2. On the other hand, child gender (r = -.13) and family social support (r = -.15) were negatively associated with child internalizing behaviors at Time 2. Regarding the correlations for gender (coded 0= girls, 1= boys), girls were more likely to show internalizing behaviors than boys.

In terms of the correlation result for perceived parental rejection, none of the variables were significantly correlated with perceived parental rejection for fathers. For marital conflict, family, and significant other social support were negatively associated (r = -.15; r = -.15, respectively).

Regarding the correlation result for social supports, family social support was significantly and positively correlated with friend and significant other social support (r = .50; r = .83, respectively). Moreover, friend social support was significantly and positively associated with significant other social support (r = .48). Lastly, child grade and gender were not significantly correlated (see Table 9).

3.3.3 The Moderated Mediation Analyses

To investigate the direct and indirect links predicting internalizing behaviors, the moderated mediation models were tested for each parent and the moderator (marital conflict, family social support, friend social support, and significant other social support). A total of eight models were performed to assess whether perceived parental rejection at Time 1 mediates the relationship between parents' work-to-family conflict at Time 1 and internalizing behaviors of children and adolescents at Time 2. In these relationships, the moderating roles of marital conflict and social supports (family, friends, and significant others) at Time 1 on the association between parents' work-to-family conflict at Time 1 and perceived parental rejection at Time 1 were evaluated. Finally, in addition to the study variables, child gender and grade were added to the analysis as control variables. Grade was a continuous variable, and child gender was coded as 0 (girls) and 1 (boys).

A maximum likelihood was selected to estimate the parameters. The direct and indirect effects were analyzed by the bootstrapping method with 2,000 samples and 95% bias-corrected confidence intervals. Variables entered the moderation analyses were mean centered. For simple slopes of moderators, the coefficients, standard errors, and Confidence Intervals of indirect effects were achieved using calculations on user-defined estimands (Gaskin, 2016). Then, the interaction term was carried out with values obtained from AMOS-user-defined estimands. Plotting the interaction was conducted via SPSS to visualize the moderation effect.

The model fit was assessed via the Root-Mean-Square Error of Approximation (RMSEA), Standardized Root-Mean-Square Residual (SRMR), and the Comparative Fit Index (CFI) (Hu & Bentler, 1999). According to Kline (2011), values below .06

for RMSEA (McNeish et al., 2018) and .08 for SRMR were considered as an acceptable fit. Values above .95 for CFI were accepted as a good fit. Schermelleh-Engel et al. (2003) suggest that chi-square ($\chi 2$) values are sensitive to sample size and complexity of the model; a chi-square to degrees of freedom ratio less than 3 indicates a good fit. Therefore, the $\chi 2$ to degrees of freedom ratio was presented along with other fit indices.

3.3.3.1 Mediating Role of Perceived Parental Rejection and Moderator Role of Marital Conflict for Mothers

The relationship between mothers' work-to-family conflict (WTFC) and the internalizing behaviors of children and adolescents was examined through the mediating effect of perceived parental rejection and the moderating role of marital conflict while controlling for gender and child grade (see Figure 2). The data used in this analysis were suitable for the hypothesized research model. The model demonstrated an adequate fit, as indicated by the following fit indices ($\chi 2$/df (10) = 4.42, $p < .001$, CFI = 0.82, RMSEA = .06, SRMR = .04). The modification indices suggested linking marital conflict to child and adolescent internalizing behaviors to improve the model fit. Following the literature, the recommendation was accepted. The new model fit the data well ($\chi 2$/df (9) =1.29, $p = .237$, CFI = .99, RMSEA = .02, SRMR=.02).

WTFC at Time 1 (*b*= -.01, *SE*= .02, *p*=.782) and marital conflict at Time 1 (*b*= .02, *SE*= .02, *p*=.257) did not significantly predict perceived maternal parental rejection at Time 1 (see Table 10). Mothers with high work-to-family conflict also tend to have high marital conflict. When children and adolescents perceived their mothers' parenting behaviors as more rejective, their internalizing behaviors significantly and positively increased at Time 2 (*b*=.09, *SE*=.03, *p*< .001). Marital conflict positively predicted children's internalizing behaviors at Time 2 (*b*=.08, *SE*=.01, *p*< .001). The direct effect of maternal work-to-family conflict significantly and positively predicted child and adolescent internalizing behaviors over time (*b*=.04, *SE*=.01, *p*< .001). Grade and gender were also significantly related to internalizing behaviors in children and

adolescents (*b*=.01, *SE*=.003, *p*< .001;.07, *SE*=.02, *p*< .001). Children and adolescents' internalizing behaviors increased as their grades increased. Also, girls showed more internalizing behaviors than boys. Overall, mothers' work-to-family conflict, marital conflict, and perceived parental rejection independently increased children's internalizing symptoms over time. Results indicated that the mediator role of perceived maternal parental rejection between mothers' WTFC and child internalizing behaviors was not significant (*b*= -.001, CI (95% CI [-.004, .003], *p*= .736).

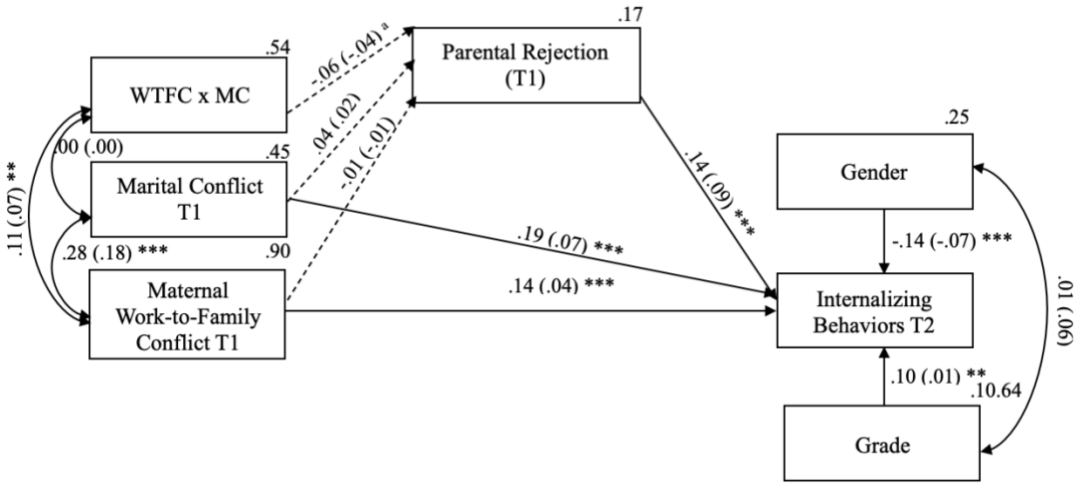

Figure 2. Moderated Mediation Analysis for Marital Conflict (Model 1)

Notes. Standardized path coefficients for the final model were presented. Parentheses were unstandardized path coefficients. Unstandardized intercepts are given above the corner of each exogenous variable. WTFC = Work-to-Family Conflict, MC = Marital Conflict. * $p < .05$, ** $p < .01$, *** $p < .001$, [a] $p < .06$.

Even though the moderator role of marital conflict between mothers' WTFC and perceived maternal parental rejection showed a statistical trend (*b*= -.04, *SE*= .02, *p*=.060), the simple slopes for low, medium, and high levels of marital conflict were not significant. The index of moderated mediation was negative, but CI included 0 (*b* = -.003, 95% CI [-.01, .00], *p* =.036). The conditional indirect effects for high levels of marital conflict showed a trend. High levels of marital conflict weakened the indirect effect of work-to-family conflict at Time 1 on child internalizing behaviors over time while controlling for child gender and grade (*b*= -.003, CI (95% CI [-.01, .00], *p*= .094).

At high levels of marital conflict at Time 1, increases in mothers' work-to-family conflict at Time 1 were associated with decreases in child internalizing behaviors over time through perceived parental rejection at Time 1 (see Table 11).

Table 10. Direct Paths of Moderated Mediation Analyses for Mothers

Paths	*b*	Boot *SE*	95%		*p*
			LLCI	ULCI	
Model 1					
Work-to-Family Conflict → Rejection	-.01	.02	-.04	.03	.782
Marital Conflict → Rejection	.02	.02	-.02	.07	.257
(Work-to-Family Conflict x Marital Conflict) → Rejection	-.04	.02	-.07	.002	.060
Work-to-Family Conflict → Internalizing	.04	.01	.02	.06	< .001
Rejection → Internalizing	.09	.03	.04	.15	< .001
Marital Conflict → Internalizing	.08	.01	.05	.10	< .001
Gender	-.07	.02	-.11	-.04	< .001
Grade	.01	.003	.003	.01	< .001
Model 2					
Work-to-Family Conflict → Rejection	-.01	.02	-.04	.02	.470
Family Social Support → Rejection	-.04	.02	-.08	-.01	.029
(Work-to-Family Conflict x Family Social Support) → Rejection	-.02	.02	-.08	.02	.275
Work-to-Family Conflict → Internalizing	.05	.01	.03	.06	< .001
Rejection → Internalizing	.09	.03	.04	.15	< .001
Family Social Support → Internalizing	-.05	.01	-.07	-.03	< .001
Gender	-.07	.02	-.10	-.03	< .001
Grade	.01	.003	.003	.01	< .001
Model 3					
Work-to-Family Conflict → Rejection	-.01	.02	-.04	.02	.492
Friend Social Support → Rejection	-.03	.02	-.06	.01	.120
(Work-to-Family Conflict x Friend Social Support) → Rejection	-.01	.02	-.05	.02	.474
Work-to-Family Conflict → Internalizing	.05	.01	.03	.07	< .001
Rejection → Internalizing	.09	.03	.04	.15	< .001
Friend Social Support → Internalizing	-.03	.01	-.05	-.01	.010
Gender	-.07	.02	-.10	-.03	< .001
Grade	.01	.003	.003	.01	.002
Model 4					
Work-to-Family Conflict → Rejection	-.01	.02	-.04	.02	.617
Significant Other Social Support → Rejection	-.03	.02	-.07	-.002	.048
(Work-to-Family Conflict x Significant Other Social Support) → Rejection	-.03	.02	-.07	.01	.172
Work-to-Family Conflict → Internalizing	.05	.01	.03	.06	< .001
Rejection → Internalizing	.09	.03	.04	.15	< .001
Significant Other Social Support → Internalizing	-.05	.01	-.07	-.03	< .001
Gender	-.07	.02	-.10	-.03	< .001
Grade	.01	.003	.003	.01	< .001

Note. $N = 860$. The unstandardized coefficients are reported. The table presents 95% bias-corrected Confidence Intervals and bootstrap standard errors with 5,000 replications. Gender was dummy coded as 0 (girls), 1 (boys). LLCI = lower limit confidence interval; ULCI = upper limit confidence interval.

Table 11. The Moderated Mediation Results for Mothers

Paths	*b*	Boot *SE*	95% *LL*	95% *UL*	*p*
Model 1					
Work-to-Family Conflict → Rejection → Internalizing	-.001	.002	-.004	.003	.736
Conditional Indirect Effect for Moderated Mediation					
Low levels of Marital Conflict	.002	.002	-.002	.01	.321
Medium levels of Marital Conflict	-.001	.002	-.004	.003	.736
High levels of Marital Conflict	-.003	.002	-.01	.000	.094
Index of Moderated Mediation	-.003	.002	-.01	.000	.036
Model 2					
Work-to-Family Conflict → Rejection → Internalizing	-.001	.001	-.004	.002	.376
Conditional Indirect Effect for Moderated Mediation					
Low levels of Family Social Support	.001	.003	-.004	.01	.715
Medium levels of Family Social Support	-.001	.001	-.004	.002	.376
High levels of Family Social Support	-.003	.002	-.01	.001	.105
Index of Moderated Mediation	-.002	.002	-.01	.002	.211
Model 3					
Work-to-Family Conflict → Rejection → Internalizing	-.001	.002	-.01	.002	.368
Conditional Indirect Effect for Moderated Mediation					
Low levels of Friend Social Support	.000	.002	-.01	.004	.887
Medium levels of Friend Social Support	-.001	.002	-.01	.002	.368
High levels of Friend Social Support	-.002	.002	-.01	.002	.246
Index of Moderated Mediation	-.001	.002	-.01	.002	.453
Model 4					
Work-to-Family Conflict → Rejection → Internalizing	-.001	.001	-.01	.002	.522
Conditional Indirect Effect for Moderated Mediation					
Low levels of Significant Other Social Support	.001	.003	-.003	.01	.509
Medium levels of Significant Other Social Support	-.001	.001	-.004	.002	.522
High levels of Significant Other Social Support	-.003	.002	-.01	.000	.048
Index of Moderated Mediation	-.002	.002	-.01	.001	.120

Note. $N = 860$. The unstandardized coefficients are reported. The table presents 95% bias-corrected Confidence Intervals and bootstrap standard errors with 5,000 replications. LL= lower limit confidence interval; UL= upper limit confidence interval.

3.3.3.2 Mediating Role of Perceived Parental Rejection and Moderator Role of Family Social Support for Mothers

The relation between mothers' work-to-family conflict and the internalizing behaviors of children and adolescents was examined through the mediating effect of perceived parental rejection and the moderating role of family social support while controlling for child gender and grade (see Figure 3). The model showed an adequate fit ($\chi 2/df$ (10) = 3.11, $p < .001$, CFI = .87, RMSEA = .05, SRMR=.04). To improve the model

fit, adding a path between family social support and internalizing behaviors of children and adolescents was suggested. After checking literature findings, the suggestion was made. The new model fit the data well ($\chi 2/df$ (9) = 1.29, p = .234, CFI = .98, RMSEA = .02, SRMR=.02).

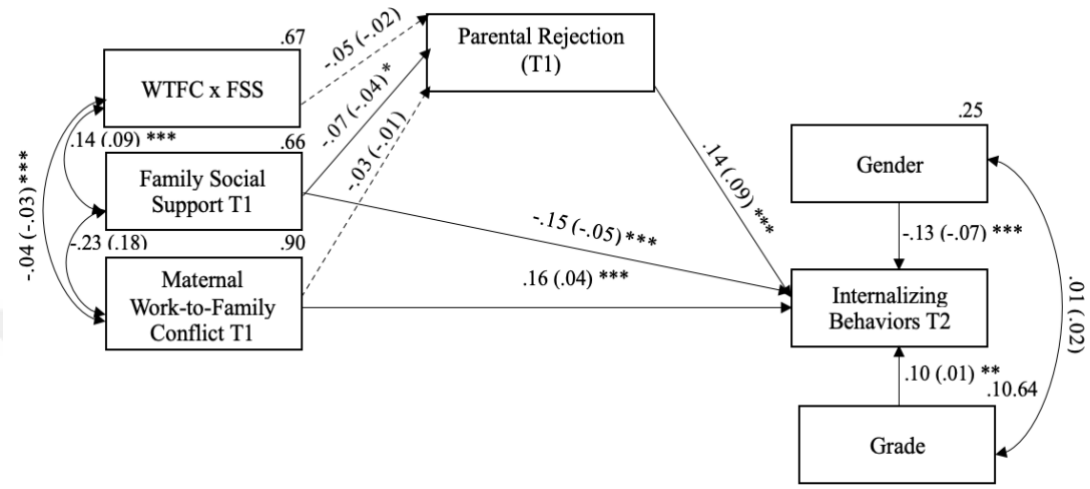

Figure 3. Moderated Mediation Analysis for Family Social Support (Model 2)

Notes. Standardized path coefficients for the final model were presented. Unstandardized path coefficients were shown in parentheses. Unstandardized intercepts are given above the corner of each exogenous variable. WTFC = Work-to-Family Conflict, FSS = Family Social Support. * p < .05, ** p < .01, *** p < .001.

While the effect of maternal WTFC at Time 1 was not a significant predictor of perceived maternal parental rejection at Time 1 (b= -.012, SE= .02, p=.470), family social support significantly and negatively predicted perceived maternal parental rejection at Time 1 (b= -.04, SE= .02, p =.029) (see Table 10). The direct effect of maternal WTFC positively predicted child and adolescent internalizing behaviors at Time 2 (b=.05, SE=.01, p< .001). When mothers had high levels of WTFC, their children showed more internalizing behaviors over time. The mediator effect of perceived maternal parental rejection between mothers' WTFC and child internalizing behaviors was not significant (b= -.001, SE= .001, CI (95% CI [-.004, .001], p= .376).

On the other hand, the interaction between maternal WTFC and perceived maternal parental rejection was not significant (*b*= -.02, *SE*= .02, *p* =.275). When the effect of perceived maternal parental rejection at Time 1 on child and adolescent internalizing behaviors at Time 2 was examined, the perceived maternal parental rejection significantly and positively predicted child and adolescent internalizing behaviors over time (*b*=.09, *SE*=.03, *p*< .001). Also, when mothers perceived their family members as supportive, their children's internalizing behaviors decreased at Time 2 (*b*= -.05, *SE*= .01, *p*< .001). While older grades exhibited more internalizing behaviors than younger grades (*b*=.01, *SE*=.003, *p*< .001), girls also showed more internalizing behaviors than boys (*b*= -.07, *SE*=.02, *p*< .001). Lastly, the index of the moderated mediation model was not supported since 0 fell between the lower and upper bound of CI (*b* = -.002, *SE*=.002, 95% CI [-.01, .002], *p*=.211) (see Table 11).

3.3.3.3 Mediating Role of Perceived Parental Rejection and Moderator Role of Friend Social Support for Mothers

The relationship between mothers' work-to-family conflict (WTFC) and the internalizing behaviors of children and adolescents was examined through the mediating effect of perceived parental rejection and the moderating role of friend social support while controlling for child gender and grade (see Figure 4). The model showed a good fit, $\chi 2/df$ (10) = 1.58, *p* = .104, CFI = .97, RMSEA = .03, SRMR=.03. The modification indices suggested adding a path between friend social support and internalizing behaviors of children and adolescents. In line with the literature, the suggestion was included. The new model showed an excellent fit ($\chi 2/df$ (9) = .95, *p* = .476, CFI = 1.00, RMSEA = .00, SRMR=.02).

Findings revealed that the effect of maternal WTFC at Time 1 (*b*= -.01, *SE*= .02, *p*=.474) and friend social support at Time 1 (*b*= -.03, *SE*= .02, *p*=.120) did not significantly predict perceived maternal parental rejection at Time 1 (see Table 10). Also, children's and adolescents' perception of their mothers' parenting behaviors as rejective increased their internalizing behaviors over time (*b*=.09, *SE*=.03, *p*< .001). When mothers perceived their friends as supportive, their children showed fewer

internalizing behaviors at Time 2 (*b*= -.03, *SE*= .01, *p*= .010). The grade and gender of children and adolescents were also significant predictors of their internalizing behaviors. Specifically, older grades (*b*=.01, *SE*=.003, *p*=.002) exhibited more internalizing problems than younger grades. Also, girls showed more internalizing behaviors than boys (*b*= -.07, *SE*= .02, *p*< .001).

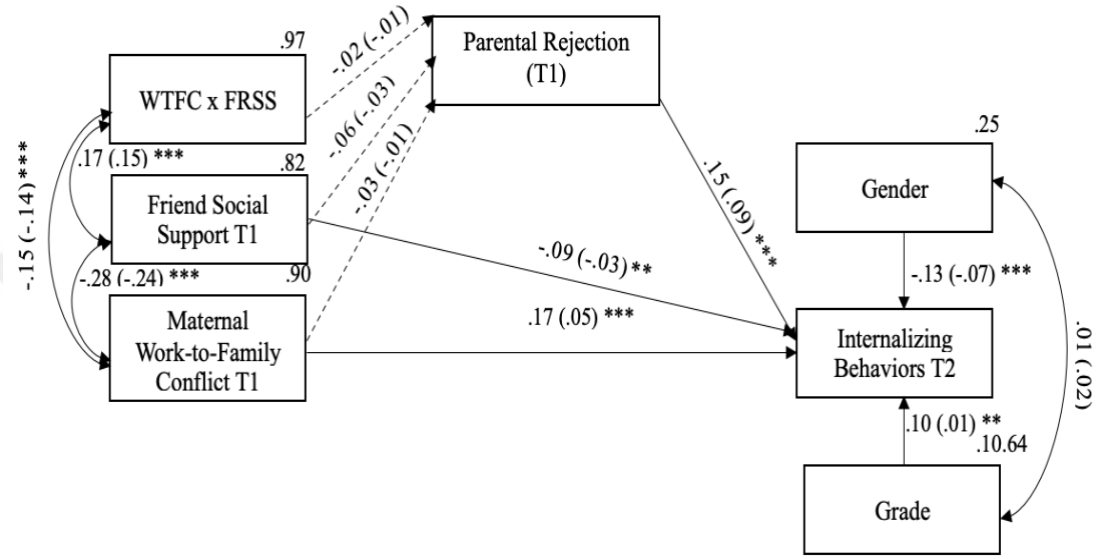

Figure 4. Moderated Mediation Analysis for Friend Social Support (Model 3)

Notes. Standardized path coefficients for the final model were presented. Unstandardized path coefficients were shown in parentheses. Unstandardized intercepts are given above the corner of each exogenous variable. WTFC = Work-to-Family Conflict, FRSS = Friend Social Support. * $p < .05$, ** $p < .01$, *** $p < .001$.

The direct effect of maternal WTFC significantly and positively predicted child and adolescent internalizing behaviors over time (*b*=.05, *SE*=.01, *p*< .001). The mediating effect of perceived maternal parental rejection between mothers' WTFC and child internalizing behaviors was not significant (*b*= -.001, *SE*= .002, CI (95% CI [-.004, .002], *p*= .383). The moderator role of friend social support between mothers' WTFC and perceived parental rejection was not significant (*b*= -.01, *SE*= .02, *p*=.514). Lastly, the index of the moderated mediation model was not supported since zero was within the CI (*b*=.001, *SE*= .002, 95% CI [-.01, .002], *p*=.436) (see Table 11).

3.3.3.4 Mediating Role of Perceived Parental Rejection and Moderator Role of Significant Other Social Support for Mothers

The relationship between mothers' work-to-family conflict (WTFC) and the internalizing behaviors of children and adolescents was examined through the mediating effect of perceived parental rejection and the moderating role of significant other social support while controlling for child gender and grade (see Figure 5). The model showed an adequate fit ($\chi 2/df$ (10) = 3.41, $p < .001$, CFI = .85, RMSEA = .05, SRMR=.04). Modification indices recommended adding paths between child grade and perceived maternal parental rejection, as well as between significant other social support and child and adolescent internalizing problems to improve the model fit. When the suggestions were evaluated in line with the suitability of the literature, the suggestions were implemented. With the addition of these paths, the model showed an excellent fit ($\chi 2/df$ (9) = .95, $p = .485$, CFI = 1.00, RMSEA = .00, SRMR=.02).

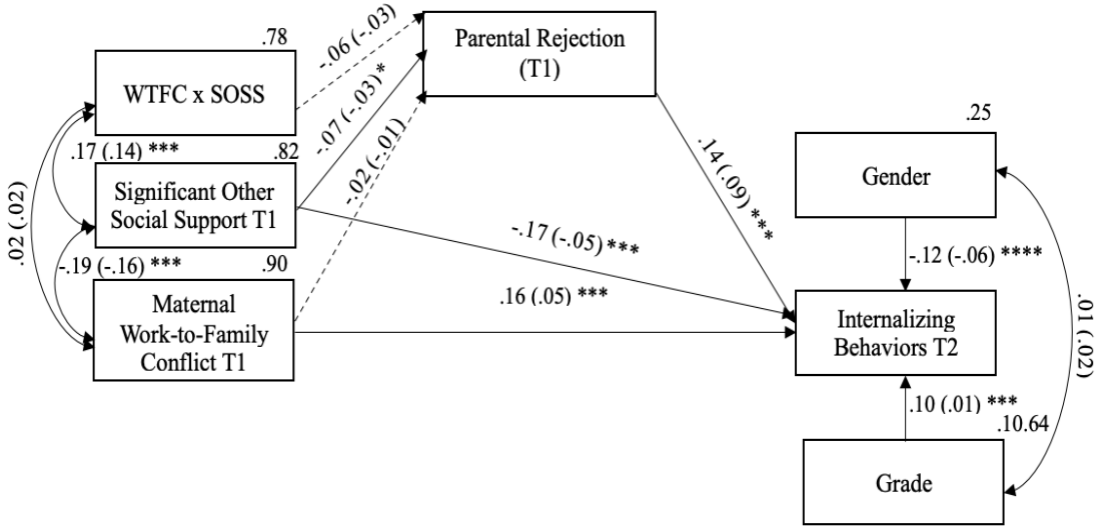

Figure 5. Moderated Mediation Analysis for Significant Other Social Support (Model 4)

Notes. Standardized path coefficients for the final model were presented. Unstandardized path coefficients were shown in parentheses. Unstandardized intercepts are given above the corner of each exogenous variable. WTFC = Work-to-Family Conflict, SOSS = Significant Other Social Support. * $p < .05$, ** $p < .01$, *** $p < .001$.

The effect of significant other social support at Time 1 significantly predicted perceived maternal parental rejection at Time 1 (*b*= -.03, *SE*= .02, *p*=.048) (see Table 10). Maternal WTFC at Time 1 (*b*= -.01, *SE*= .02, *p*=.617) was not a significant predictor of perceived parental rejection at Time 1. The significant other social support negatively predicted the internalizing behaviors of children and adolescents at Time 2 (*b*= -.05, *SE*= .01, *p*< .001). When children perceived their mothers' parenting behaviors as rejective, their internalizing behaviors increased over time (*b*=.09, *SE*=.03, *p*< .001). Children and adolescents' internalizing behaviors increased as their grades increased (*b*=.01, *SE*=.003, *p*< .001). Also, girls exhibited more internalizing behaviors than boys (*b*=-.07, *SE*=.02, *p*< .001). The direct effect of maternal WTFC significantly and positively predicted the internalizing behaviors of children and adolescents over time (*b*=.05, *SE*=.01, *p*< .001) (see Table 10). The mediating role of perceived maternal parental rejection between mothers' WTFC and child internalizing behaviors was not significant (*b*= -.001, *SE*= .001, CI (95% CI [-.004, .002], *p*= .522).

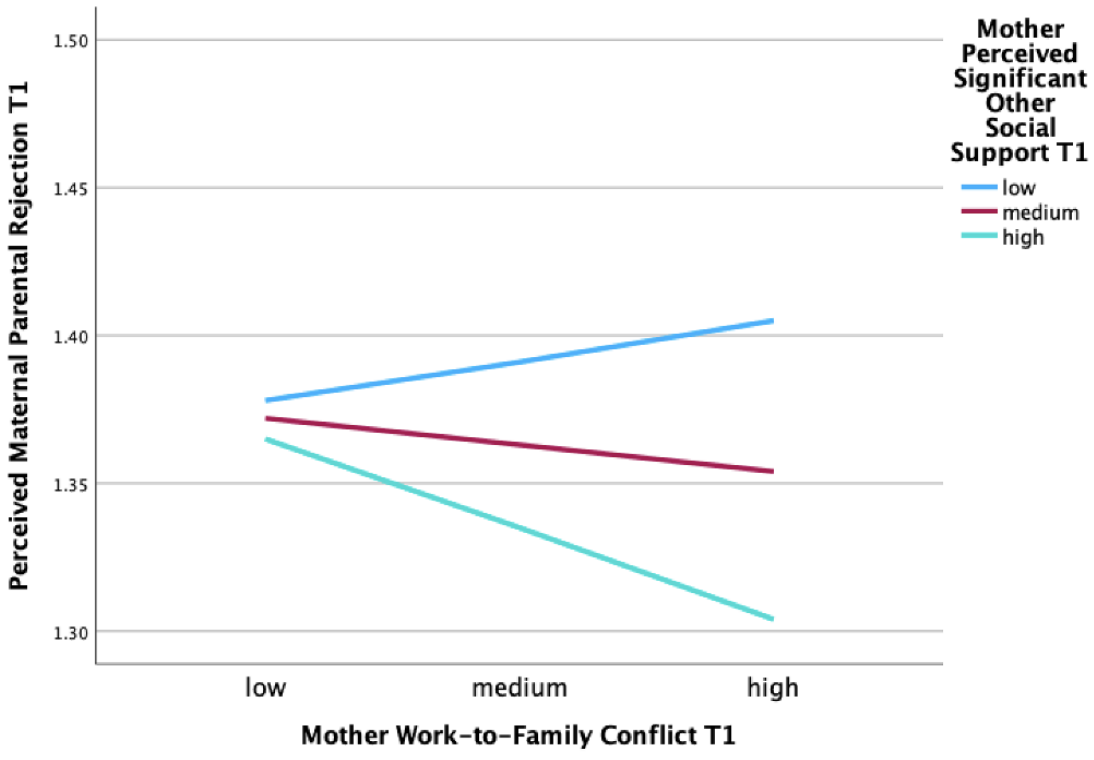

Figure 6. Simple Slope Analysis for Significant Other Social Support

The interaction effect showed that significant other social support did not significantly moderate the relationship between mothers' WTFC and perceived maternal parental rejection (*b*= -.03, *SE*= .02, *p*=.172). Even though the interaction effect was not significant, simple slopes analysis revealed that at high levels of significant other social support, the relationship between mothers' WTFC and perceived maternal parental rejection showed a trend (*b*= -.03, *SE*= .02, CI (95% CI [-.07, .01], *p*=.085) (see Figure 6).

The index of the moderated mediation was not supported since zero was within the CI (*b*= -.002, *SE*= .002, CI (95% CI [-.01, .001], *p*=.120). The conditional indirect effect for high significant other social support showed a trend (*b*= -.003, *SE*= .002, CI (95% CI [-.01, .000], *p*=.048). Given that, the indirect effect of maternal work-to-family conflict at Time 1 on internalizing behaviors of children and adolescents over time via perceived parental rejection at Time 1, controlling for child gender and grade, showed a statistical trend. At high levels of significant other social support, increases in mothers' work-to-family conflict at Time 1 were associated with decreases in child internalizing behaviors over time through perceived parental rejection at Time 1 (see Table 11).

3.3.3.5 Mediating Role of Perceived Parental Rejection and Moderator Role of Marital Conflict for Fathers

The relationship between fathers' work-to-family conflict (WTFC) and the internalizing behaviors of children and adolescents was examined through the mediating effect of perceived parental rejection and the moderating role of marital conflict while controlling for child gender and grade (see Figure 7). The model showed an adequate fit ($\chi 2$/df (10) =1.54, p = .118, CFI = .94, RMSEA = .03, SRMR=.03). According to the modification indices, adding two paths was suggested to improve the model fit. These paths were from marital conflict to internalizing behaviors and between paternal WTFC and child gender. Parallel with the literature, only a path between marital conflict and child internalizing was conducted. The new model fit the data well ($\chi 2$/df (9) =1.22, p = .279, CFI = .98, RMSEA = .02, SRMR=.03).

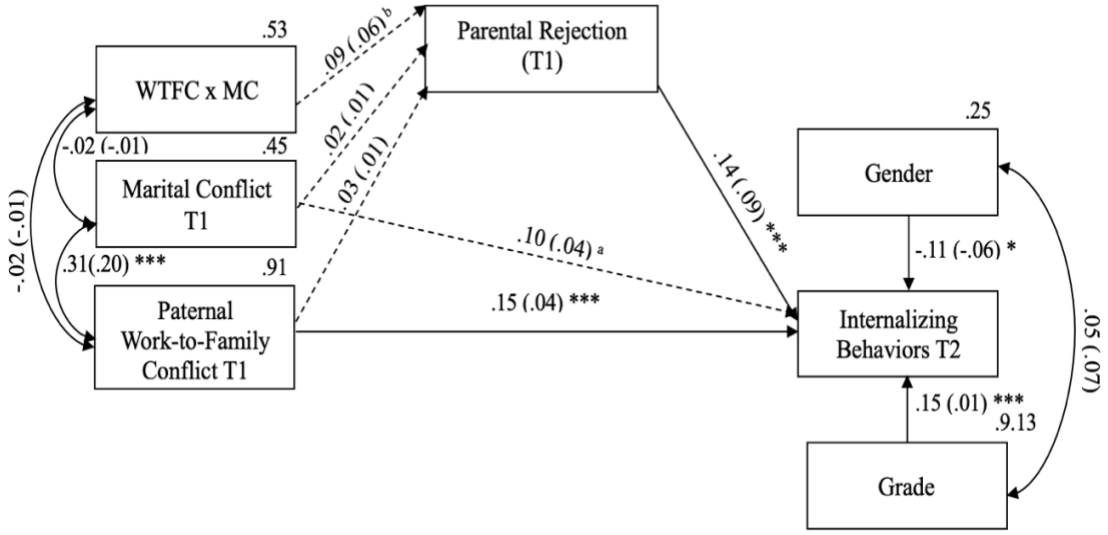

Figure 7. Moderated Mediation Analysis for Marital Conflict (Model 5)

Notes. Standardized path coefficients for the final model were presented. Unstandardized path coefficients were shown in parentheses. Unstandardized intercepts are given above the corner of each exogenous variable. WTFC = Work-to-Family Conflict, MC = Marital Conflict. * $p < .05$, ** $p < .01$, *** $p < .001$, [a] $p < .06$, [b] $p < .09$.

According to the results, the effect of fathers' WTFC at Time 1 (*b*=.02, *SE*=.02, *p*=.523) and marital conflict at Time 1 was not a significant predictor of perceived paternal rejection at Time 1 (*b*=.01, *SE*=.04, *p*=.728) (see Table 12). The fathers' paternal parental rejection significantly and positively predicted the internalizing behaviors of children and adolescents over time (*b*=.09, *SE*=.02, *p*< .001). Fathers' marital conflict revealed a trend and was positively related to their children's internalizing behaviors at Time 2 (*b*=.04, *SE*=.02, *p*=.054). Older children (*b*= .01, *SE*= .004, *p*< .001) and girls (*b*= -.06, *SE*= .02, *p*= .021) showed more internalizing behaviors than younger children and boys. The direct effect of fathers' WTFC significantly and positively predicted internalizing behaviors of children and adolescents over time (*b*=.04, *SE*=.01, *p*< .001). The mediating effect of fathers' WTFC on child internalizing behaviors via perceived paternal parental rejection was not significant (*b*=.001, *SE*=.002, CI (95% CI [-.002, .01], *p*=.460).

Table 12. Direct Paths of Moderated Mediation Analyses for Fathers

Paths	b	Boot SE	95% LLCI	95% ULCI	*p*
Model 5					
Work-to-Family Conflict → Rejection	.02	.02	-.03	.06	.523
Marital Conflict → Rejection	.01	.04	-.06	.09	.728
(Work-to-Family Conflict x Marital Conflict) → Rejection	.06	.04	-.01	.15	.085
Work-to-Family Conflict → Internalizing	.04	.01	.02	.07	< .001
Rejection → Internalizing	.09	.02	.04	.14	< .001
Marital Conflict → Internalizing	.04	.02	-.001	.07	.054
Gender	-.06	.02	-.10	-.01	.021
Grade	.01	.004	.01	.02	< .001
Model 6					
Work-to-Family Conflict → Rejection	.02	.03	-.03	.07	.464
Family Social Support → Rejection	-.02	.03	-.08	.04	.503
(Work-to-Family Conflict x Family Social Support) → Rejection	.06	.03	.01	.12	.021
Work-to-Family Conflict → Internalizing	.05	.01	.03	.07	< .001
Rejection → Internalizing	.09	.02	.04	.14	< .001
Family Social Support → Internalizing	-.03	.01	-.06	-.01	.017
Gender	-.05	.02	-.09	-.001	.043
Grade	.01	.004	.01	.02	< .001
Model 7					
Work-to-Family Conflict → Rejection	.02	.03	-.03	.07	.496
Friend Social Support → Rejection	-.01	.02	-.05	.04	.875
(Work-to-Family Conflict x Friend Social Support) → Rejection	.04	.02	.000	.08	.041
Work-to-Family Conflict → Internalizing	.05	.01	.03	.07	< .001
Rejection → Internalizing	.09	.02	.04	.14	< .001
Gender	-.05	.02	-.10	-.004	.029
Grade	.01	.004	.01	.02	< .001
Model 8					
Work-to-Family Conflict → Rejection	.02	.03	-.03	.07	.479
Significant Other Social Support → Rejection	-.03	.03	-.09	.02	.254
(Work-to-Family Conflict x Significant Other Social Support) → Rejection	.05	.03	-.01	.10	.102
Work-to-Family Conflict → Internalizing	.05	.01	.03	.07	< .001
Rejection → Internalizing	.09	.02	.04	.14	< .001
Gender	-.05	.02	-.10	-.004	.029
Grade	.01	.004	.01	.02	< .001

Note. $N = 469$. The unstandardized coefficients were reported. Table shows 95% bias-corrected Confidence Intervals and bootstand standard errors with 5,000 replications. Gender was dummy coded as 0 (girls), 1 (boys). LLCI = lower limit confidence interval; ULCI = upper limit confidence interval.

The interaction effect (*b*=.06, *SE*=.04, *p*=.085), and the simple slopes for high levels of the marital conflict between WTFC and perceived paternal rejection showed a trend (*b*=.01, *SE*=.004, *p*=.083). But the simple slopes for low, medium, and high marital conflict were not significant. In the index of moderated mediation, the CI did not overlap zero (*b*=. 01, *SE*= .004, CI (95% CI [.000, .02], *p*=.063). Also, the conditional

indirect effect for high marital conflict showed a trend (*b*=.01, *SE*=.004, 95% CI [-.001, .02], *p*=.083). As fathers' marital conflict increased, the indirect effect between work-to-family conflict and later child internalizing behaviors, controlling for child gender and grade, became stronger at a trend level. This means that when marital conflict was high, fathers' work-to-family conflict at Time 1 increased perceived parental rejection at Time 1; in turn, children showed more internalizing behaviors over time (see Table 13).

Table 13. The Moderated Mediation Results for Fathers

Paths	b	Boot *SE*	95% LLCI	95% ULCI	*p*
Model 5					
Work-to-Family Conflict → Rejection → Internalizing	.001	.002	-.002	.01	.460
Conditional Indirect Effect for Moderated Mediation					
Low levels of Marital Conflict	-.002	.003	-.01	.003	.413
Medium levels of Marital Conflict	.001	.002	-.002	.01	.460
High levels of Marital Conflict	.01	.004	-.001	.02	.083
Index of Moderated Mediation	.01	.004	.000	.02	.063
Model 6					
Work-to-Family Conflict → Rejection → Internalizing	.002	.002	-.002	.01	.395
Conditional Indirect Effect for Moderated Mediation					
Low levels of Family Social Support	-.003	.004	-.01	.004	.304
Medium levels of Family Social Support	.002	.002	-.002	.01	.395
High levels of Family Social Support	.01	.003	.001	.02	.008
Index of Moderated Mediation	.01	.003	.001	.01	.012
Model 7					
Work-to-Family Conflict → Rejection → Internalizing	.002	.002	-.003	.01	.435
Conditional Indirect Effect for Moderated Mediation					
Low levels of Friend Social Support	-.002	.004	-.01	.004	.449
Medium levels of Friend Social Support	.002	.002	-.003	.01	.435
High levels of Friend Social Support	.01	.003	.000	.02	.060
Index of Moderated Mediation	.004	.003	.000	.01	.028
Model 8					
Work-to-Family Conflict → Rejection → Internalizing	.002	.002	-.002	.01	.393
Conditional Indirect Effect for Moderated Mediation					
Low levels of Significant Other Social Support	-.002	.004	-.01	.01	.505
Medium levels of Significant Other Social Support	.002	.002	-.002	.01	.393
High levels of Significant Other Social Support	.01	.003	.000	.01	.042
Index of Moderated Mediation	.004	.003	-.001	.01	.075

Note. *N* = 469. The unstandardized coefficients are reported. The table presents 95% bias-corrected Confidence Intervals and bootstrap standard errors with 5,000 replications. Values for the moderator are at the mean, and one *SD* above and below the mean. LLCI = lower limit confidence interval; ULCI = upper limit confidence interval.

3.3.3.6 Mediating Role of Perceived Parental Rejection and Moderator Role of Family Social Support for Fathers

The relationship between fathers' work-to-family conflict (WTFC) and the internalizing behaviors of children and adolescents was examined through the mediating effect of perceived parental rejection and the moderating role of family social support while controlling for child gender and grade (see Figure 8). The model showed an adequate fit ($\chi 2/df$ (10) =1.87, p = .045, CFI = .88, RMSEA = .04, SRMR=.04). According to the modification indices, two paths were suggested to improve the model fit. Adding a path from the interaction of paternal WTFC with family social support and internalizing behaviors was not implemented. Following the research hypothesis and literature, a path between family social support and internalizing behaviors was examined. The model demonstrated a good fit ($\chi 2/df$ (9) =1.39, p = .186, CFI = .95, RMSEA = .03, SRMR=.03).

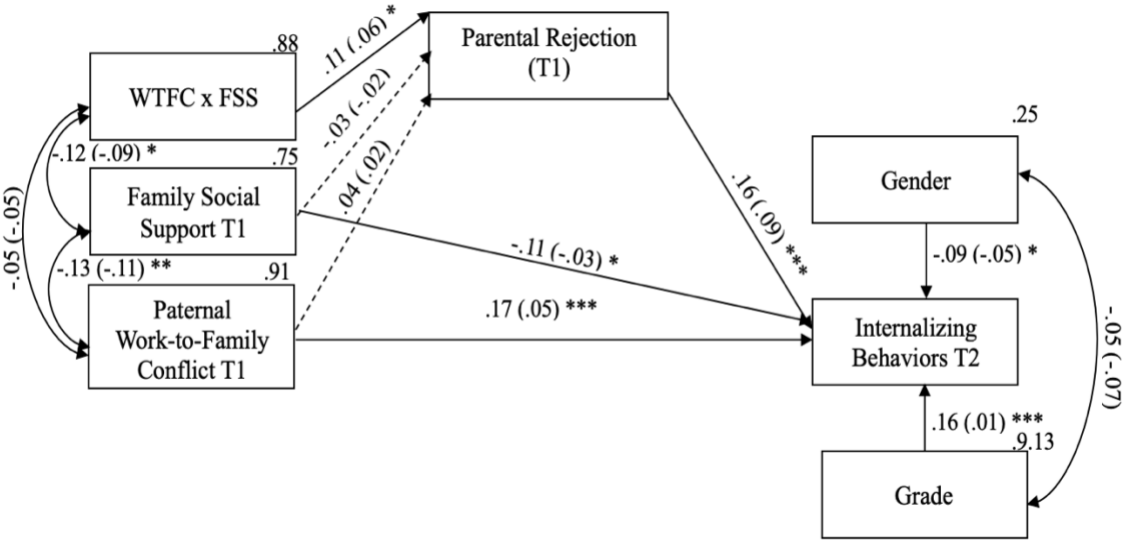

Figure 8. Moderated Mediation Analysis for Family Social Support (Model 6)

Notes. Standardized path coefficients for the final model were presented. Unstandardized path coefficients were shown in parentheses. Unstandardized intercepts are given above the corner of each exogenous variable. WTFC = Work-to-Family Conflict, FSS = Family Social Support. * $p < .05$, ** $p < .01$, *** $p < .001$.

According to the results, the effects of fathers' WTFC at Time 1 (*b*= .02, *SE*= .03, *p*=.464) and family social support at Time 1 were not significant predictors of paternal parental rejection at Time 1 (*b*= -.02, *SE*= .03, *p*= .503) (see Table 12). Results indicated that fathers' family social support negatively predicted their children's internalizing behaviors (*b*= -.03, *SE*= .01, *p*= .017). When children and adolescents perceived their fathers' parenting behaviors as rejective, they showed more internalizing behaviors over time (*b*=.09, *SE*=.02, *p*< .001).

Children and adolescents' internalizing behaviors increased as their grades increased (*b*=.01, *SE*=.004, *p*< .001). Also, girls exhibited significantly higher levels of internalizing behaviors compared to boys (*b*= -.05, *SE*= .02, *p*= .043). The direct effect of fathers' WTFC at Time 1 significantly and positively predicted child internalizing behaviors at Time 2 (*b*=.05, *SE*=.01, *p*< .001) (see Table 13). The mediator effect of fathers' WTFC on internalizing behaviors via perceived paternal parental rejection was not significant (*b*=.002, *SE*=.002, CI (95% CI [-.002, .01], *p*=.395).

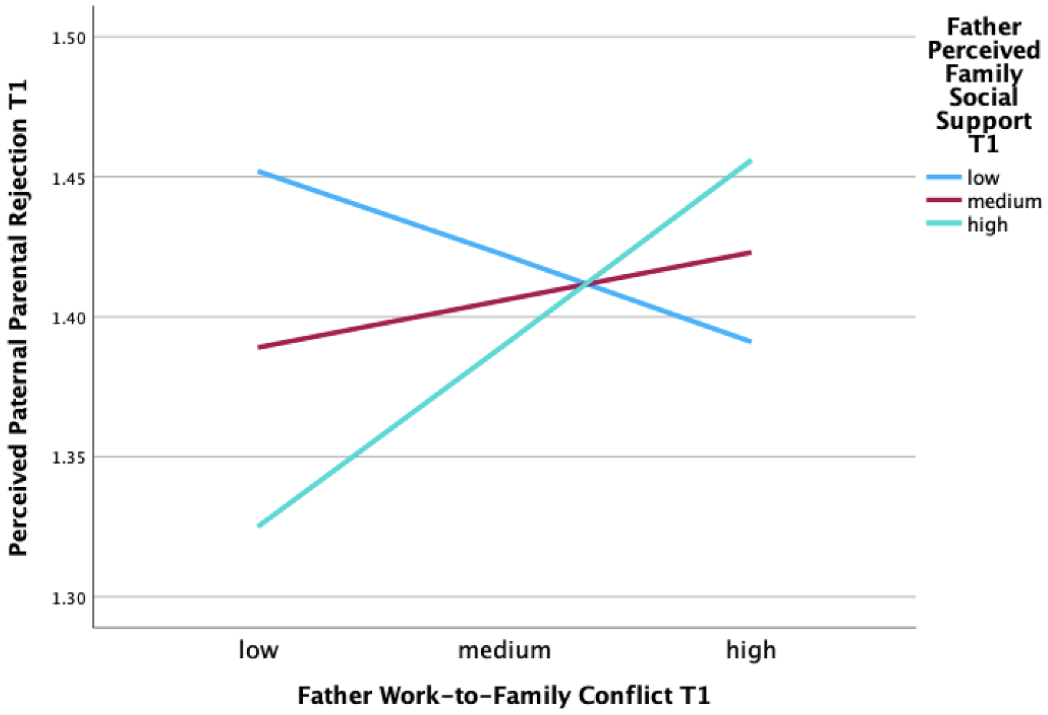

Figure 9. Simple Slope Analysis for Family Social Support

The moderator role of family social support on the interaction between paternal WTFC and perceived parenting rejection was significant (*b*=.06, *SE*=.03, *p*=.021). Based on the simple slopes analysis, Figure 9 demonstrated that the effects of paternal WTFC on perceived paternal parental rejection were not significant for low and medium levels of family social support. However, at the high levels of family social support, the relationship between paternal WTFC and perceived paternal parental rejection was stronger (*b*=.07, *SE*=.03, CI (95% CI [.01, .13], *p*=.014).

The index of moderated mediation was supported since zero was not within the CI (*b*=.01, *SE*=.003, CI (95% CI [.001, .01], *p*=.012). The conditional indirect effect for high family social support was significant (*b*=.01, *SE*=.003, 95% CI [.001, .02], *p*=.008), which indicated that the indirect effect between WTFC and internalizing behaviors of children over time became stronger when fathers received high family social support while controlling for child gender and grade. When fathers had high levels of family social support at Time 1, paternal work-to-family conflict at Time 1 increased more perceived parental rejection at Time 1; in turn, children showed more internalizing behaviors over time (see Table 13).

3.3.3.7 Mediating Role of Perceived Parental Rejection and Moderator Role of Friend Social Support for Fathers

The relationship between fathers' work-to-family conflict (WTFC) and the internalizing behaviors of children and adolescents was examined through the mediating effect of perceived parental rejection and the moderating role of friend social support while controlling for child gender and grade (see Figure 10). The model showed an excellent fit ($\chi 2/df$ (10) = .69, p = .732, CFI = 1.00, RMSEA = .00, SRMR=.02).

Neither fathers' WTFC at Time 1 (*b*= .02, *SE*= .03, *p*=.496) nor friend social support at Time 1 was a significant predictor of perceived paternal rejective behaviors at Time 1 (*b*= -.01, *SE*= .02, *p*= .875) (see Table 13). Children and adolescents' internalizing behaviors increased as their grades increased (*b*=.01, *SE*=.004, *p*<.001). Girls showed

higher levels of internalizing behaviors than boys (*b*= -.05, *SE*= .02, *p*= .029). When children perceived their fathers' parenting behaviors as rejective at Time 1, they exhibited more internalizing behaviors over time (*b*=.09, *SE*=.02, *p*<.001). The direct effect of fathers' WTFC at Time 1 significantly and positively predicted internalizing behaviors of children and adolescents at Time 2 (*b*= .05, *SE*= .01, *p* < .001) (see Table 12). Mediating role of perceived paternal rejection between fathers' work-to-family conflict and internalizing behaviors of children and adolescents was not significant (*b*=.002, *SE*=.003, CI (95% CI [-.003, .01], *p*=.435).

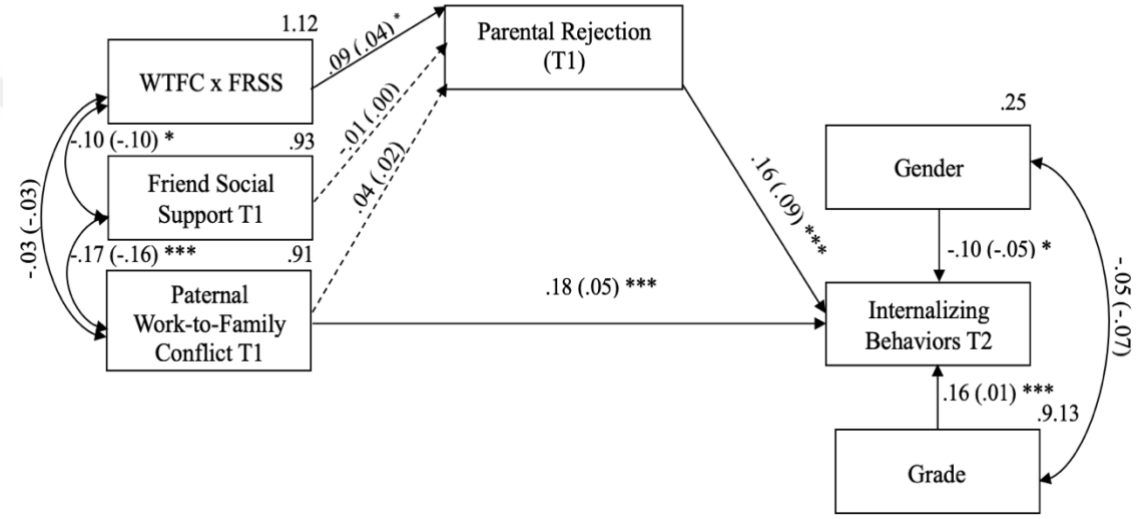

Figure 10. Moderated Mediation Analysis for Friend Social Support (Model 7)

Notes. Standardized path coefficients for the final model were presented. Unstandardized path coefficients were shown in parentheses. Unstandardized intercepts are given above the corner of each exogenous variable. WTFC = Work-to-Family Conflict, FRSS = Friend Social Support. * $p < .05$, ** $p < .01$, *** $p < .001$.

But the moderator role of friend social support between fathers' WTFC and perceived parental rejection was significant (*b*=.04, *SE*=.02, *p*=.041). Based on the simple slopes analyses, low and medium levels of friend social support were not significant. The friend's social support showed a trend that when friend social support was high, as fathers' WTFC increased, perceived parental rejection also increased (*b*=.06, *SE*=.04, CI (95% CI [-.01, .13], *p*=.093) (see Figure 11).

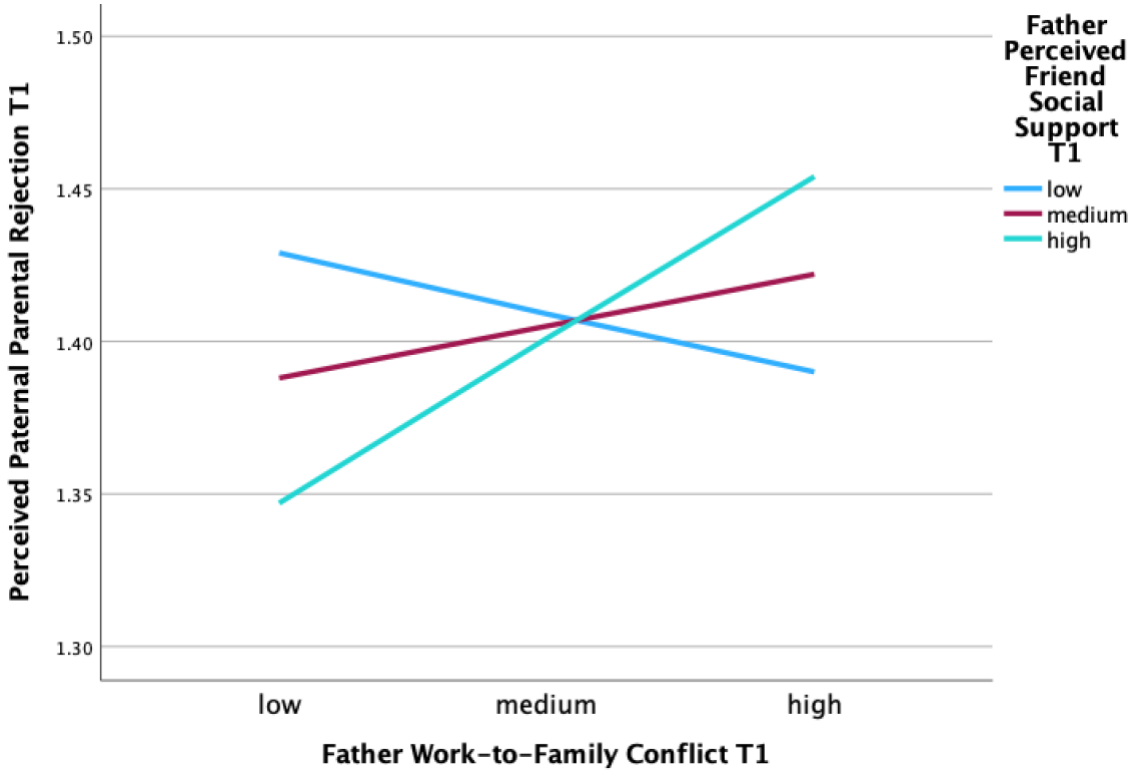

Figure 11. Simple Slope Analysis for Friend Social Support

The index of moderated mediation did not include 0 within the CI (*b*=.004, *SE*=.002, CI (95% CI [.000, .01], *p*=.028). The conditional indirect effect for high friend social support showed a trend for high levels of friend social support. The high levels of friend social support strengthened the indirect effect of WTFC at Time 1 on child internalizing behaviors over time via paternal parental rejection at Time 1 after controlling for child gender and grade (*b*=.01, *SE*=.004, 95% CI [-.000, .02], *p*=.060). When fathers had high levels of friend social support, paternal work-to-family conflict at Time 1 increased more perceived parental rejection at Time 1; in turn, children showed more internalizing behaviors over time (see Table 13).

3.3.3.8 Mediating Role of Parental Rejection and Moderator Role of Significant Other Social Support for Fathers

The association between fathers' work-to-family conflict (WTFC) and the internalizing behaviors of children and adolescents was examined through the

mediating effect of perceived parental rejection and the moderating role of significant other social support while controlling for child gender and grade (see Figure 12). The model showed an excellent fit ($\chi 2/df$ (10) = .94, p = .491, CFI = 1.00, RMSEA = .01, SRMR=.03).

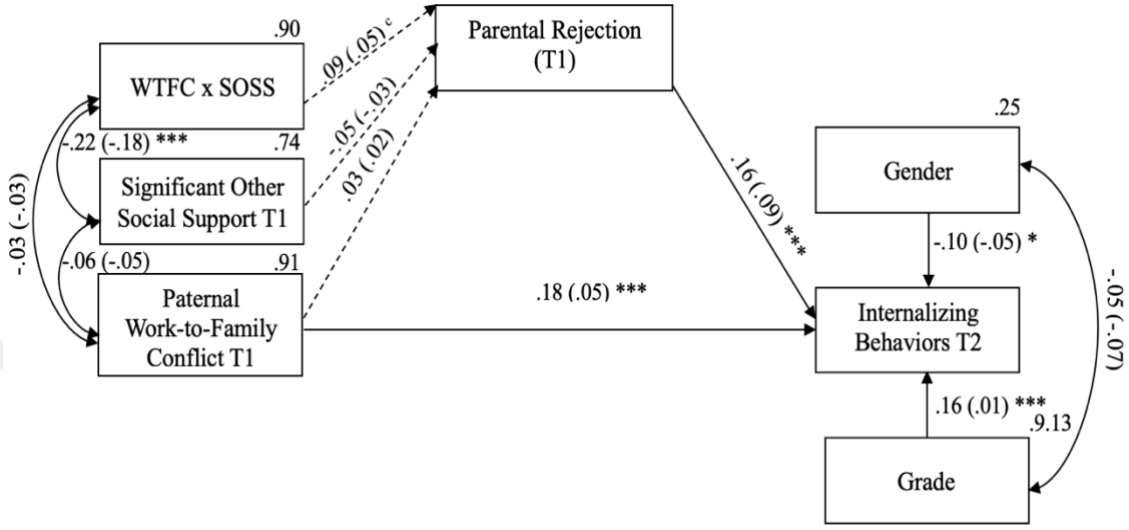

Figure 12. Moderated Mediation Analysis for Significant Other Social Support of Fathers (Model 8)

Notes. Standardized path coefficients for the final model were presented. Unstandardized path coefficients were shown in parentheses. Unstandardized intercepts are given above the corner of each exogenous variable. WTFC = Work-to-Family Conflict, SOSS = Significant Other Social Support. * $p < .05$, ** $p < .01$, *** $p < .001$, ^{c} $p < .10$

Fathers' WTFC at Time 1 (b= .02, SE= .03, p=.523) and significant other social support at Time 1 did not predict perceived paternal parental rejection at Time 1 (b=-.03, SE= .03, p= .257) (see Table 12). When children perceived their fathers' parenting behaviors as rejective at Time 1, they showed more internalizing behaviors at Time 2 (b=.09, SE=.02, p< .001). Grade and gender significantly and positively predicted children's internalizing behaviors. Older grades and girls exhibited more internalizing behaviors compared to younger grades and boys (b=.01, SE=.004, p< .001; b= -.05, SE=.02, p = .031, respectively). The direct effect of WTFC on internalizing behaviors

of children was significant. When fathers experienced more WTFC at Time 1, their children experienced more internalizing behaviors over time (b=.05, SE=.01, p < .001) (see Table 12). The mediator effect of fathers' WTFC on child internalizing behaviors via perceived paternal parental rejection was not significant (b=.002, SE=.002, CI (95% CI [-.003, .01], p=.441).

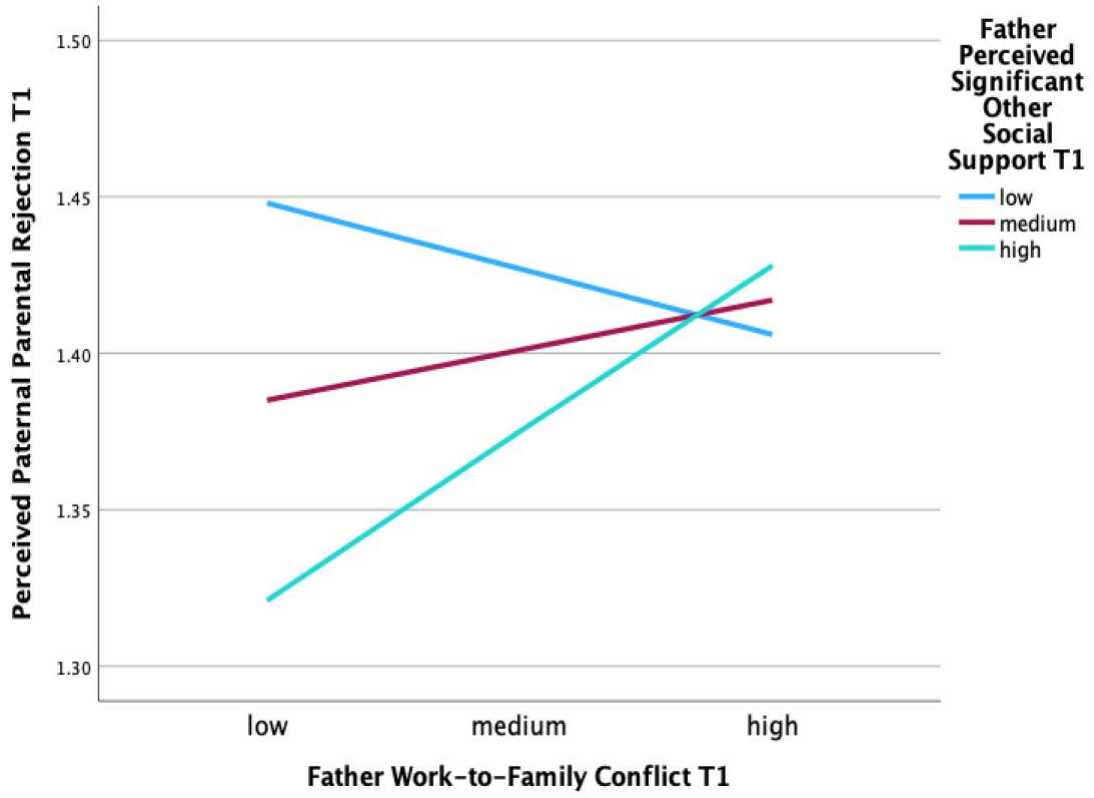

Figure 13. Simple Slope Analysis for Significant Other Social Support of Fathers

In terms of the interaction between fathers' WTFC and significant social support on paternal parental rejection, the interaction was not significant (b=.05, SE=.03, p=.103) (see Figure 13). Based on the result of simple slopes analysis, at high levels of the significant other social support, fathers' WTFC positively predicted perceived parental rejection on a trend-level significance (b= .06, SE= .03, CI (95% CI [-.003, .01], p=.062). When significant other social support was at the low and medium levels, the effects of paternal WTFC on perceived paternal parental rejection were not significant.

The index of moderated mediation was positive but not conclusive since CI included 0 (b = .004, SE=.003, 95% CI [-.000, .01], p=.075). The conditional indirect effect for high significant other social support was significant (b=.01, SE=.003, 95% CI [.000, .01], p =.042). This suggested a trend for high levels of significant other social support that increased the indirect effect of WTFC at Time 1 on child internalizing behaviors over time via paternal parental rejection at Time 1 (see Table 13). When fathers had high levels of significant other social support, the indirect effect was stronger after controlling for child gender and grade. Paternal work-to-family conflict at Time 1 increased perceived parental rejection at Time 1; in turn, children showed more internalizing behaviors over time (see Table 13).

3.4 Discussion

3.4.1 The Current Study

Acknowledging the growing challenges of working parents face in the 21st century (Bianchi & Milkie, 2010; Perry-Jenkins & Gerstel, 2020), and with the changing dynamics in work and family roles, this study aimed to contribute to the existing literature by examining the association between parents' work-to-family conflict and internalizing problems of children from 1nd to 11th graders through perceived parental rejection. The work and family roles are also shaped by cultural and economic factors; therefore, conducting longitudinal studies is recommended (Allen et al., 2020). By examining potential predictors of internalizing behaviors of children and adolescents, the current study addressed a critical gap in developmental psychology by investigating the longitudinal relationship between both parents' work-to-family conflict and children's internalizing behaviors. Comprehending this association is necessary for both theory and practice because employed parents' work-related strains not only spill over to their employment-related outcomes but also cross over to their family members. The results of the current study supported this association directly, indirectly, and longitudinally. This study overcomes the limitations of previous research by implementing the potential mediators and moderators. Models were tested separately based on the gender of the parent and four moderators, including marital

conflict, mothers' and fathers' perceptions of family, friends, and significant other social support. The hypotheses of the study and the findings will be discussed in the following section.

3.4.2 The Relationship Between Work-to-Family Conflict, Perceived Parental Rejection, and Child Internalizing Behaviors

Unlike the existing studies showing the detrimental effects of parents' work-to-family conflict (WTFC) on their parenting behaviors (Edwards & Rothbart, 2000), the current study did not support *Hypothesis 3* and found that there was no significant direct relationship between parents' work-to-family conflict and perceived parental rejection. Previous findings demonstrated that work-to-family conflict lessens quantity and quality in parent-child relationships (Cinamon et al., 2017; Edwards & Rothbart, 2000; Ford et al., 2007; Ilies et al., 2007). Experiencing work-to-family conflict due to demanding work roles, extensive work hours, work overload, or inflexible schedules reduces working parents' time available for their children through resource scarcity (Cho & Allen, 2012; Ganadek & Hill, 2017; Goode, 1960).

The insignificant finding of the current study may be explained by sources of work-to-family conflict, and subdimensions of parental rejection. Bernhardt and Recksiedler (2022) argue that the association between work-to-family conflict and parenting behaviors may be related to time-based, strain-based, and behavior-based as sources of work-to-family conflict, rather than the overall work-to-family conflict. When sources of work-to-family conflict with subdimensions of perceived parental rejection were interpreted together, results may differ. For example, time-based conflict may be more related to neglect or undifferentiated rejection subdimensions since time pressure in work roles limits the time spent with children. Or children may perceive decreased warmth or increased harshness when their parents experience strain-based work-to-family conflict due to depleted psychological resources of parents because of work pressure. Children may perceive their parents as less responsive due to behavior-based work-to-family conflict, which is related to incompatibility between work and family roles. Since the measure used in the current study did not include sources of conflict

determined by Carlson and colleagues (2000), future studies should measure time-based, behavior-based, or strain-based work-to-family conflict with subdimensions of parental rejection in order to understand their association with parental rejection separately.

As expected, perceived parental rejection of both mothers and fathers was positively related to children's internalizing behaviors over time (*Hypothesis 4*), but perceived parental rejection of fathers was slightly strongly related to children's internalizing behaviors than mothers. Additionally, the results from the maternal and paternal models provided support for *Hypothesis 5*. Both mothers' and fathers' work-to-family conflict was positively and directly related to children's internalizing behaviors, but fathers' WTFC was, to a small extent, more detrimental to children's internalizing behaviors over time.

Given the limited research on work-to-family conflict and perceived parental rejection, the discussion will particularly emphasize negative parenting behaviors to facilitate the understanding of the relationship. Work-to-family conflict increases negative tone in the parent-child relationship through harshness, decreased warmth, and less responsive parenting behaviors (Cooklin et al., 2016b), and increased punishment (Hosokawa & Katsura, 2021). The adverse effects of parents' work-to-family conflict or negative parenting behaviors on children's internalizing behaviors have been highlighted in several studies. Pinquart's meta-analysis (2017) revealed that warmth parenting was negatively related, but hostility/aggression and indifference/neglect were positively related to children's internalizing behaviors over time. Some studies have found a significant and positive link between work-to-family conflict and preschool children's internalizing problems for both parents (Yucel & Latshaw, 2021), or mothers (Hart & Kelley, 2006); others have found no significant association between mothers' work-to-family conflict and children's internalizing behaviors but found one for fathers (Vieira et al., 2016).

Lam et al. (2018) argue that parents' work-related difficulties may influence children in different ways across their developmental stages. Even though Strazdins et al. (2013) claim that younger children's internalizing behaviors are more related to

parental work-to-family conflict, another study has found that the link between parents' work-to-family conflict and children's emotional problems was more detrimental for older children and girls (Yucel & Latshaw, 2021). Consistent with prior research **(**Albano & Krain, 2005**;** Pinquart, 2017; Silverman & Carter, 2006) and contradicting Strazdins et al.'s study (2013), the current study has shown that older children and girls tended to have higher internalizing symptoms than younger children and boys.

According to the estimated parameters, in the present study, the relation between fathers' work-to-family conflict as well as perceived paternal rejection and children's internalizing behaviors was slightly stronger compared to mothers. Raley and Bianchi's (2006) suggest that findings may depend on the sample and context. Contrary to present findings, Dinh et al. (2017) found that maternal work-to-family conflict results in a more prolonged and adverse effect on child mental health. Parallel with the current results, existing studies highlighted that extensive work hours and work overload of fathers increase fathers' anger and disciplinary behavior towards their adolescent children (Crouter et al., 2001). Due to mothers' parenting and nurturing roles (Bianchi & Milkie, 2010), the daily routine of mother-child interactions may influence children's perceptions of those behaviors as acceptance, even when mothers experience work-to-family conflict. Therefore, fathers' paths may be more strongly related to children's internalizing behaviors over time.

Unexpectedly, the results did not support *Hypothesis 6*. Children's perception of parental rejection did not mediate the association between mothers' and fathers' work-to-family conflict and child internalizing behaviors. Based on Ecological Systems Theory (Bronfenbrenner, 1986), children's internalizing behaviors may be influenced not only by their direct part of the system but also by different environmental settings in which they are not active participants, such as parents' work-to-family conflict and parent-child relationship (Chai & Schieman, 2021). Strazdins et al.'s study (2006) was a pivotal study for showing the indirect mechanisms between parents' work-family conflict and children's developmental outcomes through parenting. In terms of developmental pathways, the mediator role of negative parenting behaviors between

employed parents' WTFC and internalizing problems has been found across early childhood (Vieira et al., 2016; Wang et al., 2023), middle childhood (Hosokawa & Katsura, 2021), and adolescence (Vahedi et al., 2019b; Yucel & Latshaw, 2021).

The previous studies did not measure parental rejection as a mediator between WTFC and children's internalizing symptoms. Instead, the effects of work-to-family conflict on children's depression, anxiety, social withdrawal, and somatic symptoms were mostly investigated through decreased warmth, and increased obedience (Akcinar & Ozbek, 2021), parental irritability, and harshness (Hess & Pollmann-Schult, 2019), parental control (Wang et al., 2022), poor monitoring, inconsistent discipline, corporal punishment (Hosokawa & Katsura, 2021), frustration, and decreased parental involvement (Vieira et al., 2016) as negative parenting behaviors.

To understand the mediator role of perceived parental rejection in-depth, a further analysis was conducted using subdimensions of parental rejection, which were decreased warmth, hostility/aggression, indifference/neglect, and undifferentiated rejection. Even though this thesis focused on warmth extracted rejection as a mediator, only fathers' coldness (decreased warmth) significantly mediated the association between work-to-family conflict and child internalizing behaviors over time. These results align with earlier studies showing a negative relationship between work-to-family conflict and fathers' parental warmth (Cooklin et al., 2016b) and the effects of parental warmth on child internalizing behaviors (Pinquart, 2017; Rothenberg et al., 2020). Parallel with the literature and further investigation of the current thesis, fathers' work-to-family conflict was positively associated with later internalizing problems via children's perception of fathers' parenting behaviors as colder. Therefore, it can be concluded that the mediator path goes through decreased warmth parenting behaviors of fathers.

Although work-to-family conflict and perceived parental rejection *were* independent risk factors for children's later internalizing symptoms, work-to-family conflict alone was not significantly related to children's perception of parents' behaviors as rejective. Also, perceived parental rejection was not found as a mediator. The insignificant relation between work-to-family conflict and perceived parental rejection in this study

might be due to various reasons. Firstly, the current study only included parental rejection as a mediator. However, some studies highlight that irritable parenting, or warmth, may be more associated with internalizing behaviors for early school years (Cooklin et al., 2015a; Lim, 2023), middle childhood, and adolescence (Vahedi et al., 2019a). Several mechanisms may facilitate understanding the relationship between work-to-family conflict and children's perception of parental behaviors, as well as how children experience internalizing behavioral problems. As Strazdins et al.'s (2006) and Bilodeau et al.'s (2023) findings, parental mental health and interparental conflict may also be strongly related to child mental health, together with parenting. Based on the prior findings, the association between work-to-family conflict, perceived parental rejection, and child internalizing behaviors might be conditional, highlighting the potential role of moderators in shaping outcomes in parental contexts. The following section will discuss the moderator roles of marital conflict and social supports, considering research findings.

3.4.3 The Role of Marital Conflict on The Relationship Between Work-to-Family Conflict and Child Internalizing Behaviors

The current study indicated that the work-to-family conflict of parents did not directly relate to parental rejection (*Hypothesis 3*). The indirect effect on this association might be a reason why the direct impact of parents' work-to-family conflict on children's perception of parental rejection was not significant. In line with *Hypothesis 7a,* the moderator role of parents' marital conflict on the link between work-to-family conflict and perceived parental rejection showed a trend in different directions. While in the presence of high marital conflict, the link between mothers' work-to-family conflict and perceived parental rejection weakened, and the association between fathers' work-to-family conflict and perceived parental rejection became stronger.

In the current study, marital conflict was not a significant predictor of perceived parental rejection of mothers' behaviors. Both parents' marital conflict was directly and indirectly associated with their children's internalizing behaviors over time. The more mothers reported marital conflict, the more their children experienced later

internalizing problems. Literature findings also suggest that mothers with high work-to-family conflict also report high levels of marital conflict (Hill, 2005; Minnotte et al., 2015). These findings suggest that both parents' work-to-family conflict and parental rejection independently are risk factors for children's internalizing behaviors over time. In line with *Hypothesis 8a*, the effect of work-to-family conflict on children's perception of parental rejection was moderated by marital conflict that high marital conflict was associated with parental rejection at the trend level. When marital conflict was high for fathers, the effect on child internalizing behaviors became stronger, but when marital conflict was present in mothers, the indirect effect on child internalizing behaviors became weaker. There might be underlying mechanisms for this difference.

Aforementioned a further investigation to understand the mediator role of perceived parental rejection through decreased warmth, hostility/aggression, indifference/neglect, and undifferentiated rejection. When fathers' hostile parenting behaviors were added to the analysis as a mediator, the conditional indirect effect for high marital conflict showed a trend. At high marital conflict, as fathers' work-to-family conflict increased, children's internalizing problems increased through more hostile parenting behaviors. When perceived warmth parenting behaviors of fathers was a mediator, all levels of marital conflict showed a trend, but the degree between levels of marital conflict was minimal. As the marital conflict increased, children perceived their fathers' behaviors as less warm, and in turn, showed more internalizing symptoms over time. When warmth and neglect were included in the mothers' model, the results were different from fathers. When mothers' neglect was added to the model as a mediator, the association between work-to-family conflict and internalizing behaviors of children weakened when marital conflict was high. On the other hand, the indirect path from work-to-family conflict to children's internalizing problems via warmth parenting became stronger when marital conflict was low. In low-conflict couples, the work-to-family conflict of mothers led to less positive

Results of the further analysis were parallel with the existing studies that when parents experience work-to-family conflict, their warm behaviors to children decrease, in turn,

increasing child mental health problems (Cooklin et al., 2016b). Even though further analysis demonstrated that the association between fathers' work-to-family conflict and child internalizing behaviors was mediated through warmth parenting, findings of the present study did not show the mediation role of perceived parental rejection. Instead, in the presence of high levels of marital conflict, fathers' work-to-family conflict increased child internalizing behaviors through the mediator role of perceived parental rejection. High marital conflict was a risk factor for the link between fathers' work-to-family conflict and children's internalizing behaviors, as it showed hostility and less warmth towards their children. But when mothers had high marital conflict, the parenting-based mechanism became weaker. It is plausible to infer that this may be parallel with the compensatory hypothesis. Although negativity in marital conflict may transfer to the parent-child relationship, mothers may try to improve their relationships with their children in order to compensate for the adverse effects of marital problems (Kouros et al., 2014).

The present study found that when marital conflict was high**,** the indirect association from mothers' work-to-family conflict to the children's internalizing behaviors decreased. Parallel with the compensatory behaviors, mothers may strengthen their interaction with their children due to guilt about parenting. Turkish mothers who experience work-to-family conflict often feel parental guilt due to reduced time with children (Aycan & Eskin, 2005). Although parental guilt represents a negative emotional reaction, the intense guilt about parenting due to work-to-family conflict may *improve* parent-child interaction (Cho & Allen, 2012). Wang et al.'s study (2023), work-to-family conflict of mothers increased mothers' guilt about their parenting, which in turn improved parent-child relationships, and following decreased children's anxiety-withdrawal behavioral problems. Even in the presence of adverse life events (work-to-family conflict and marital conflict), mothers still engage with their children and are concerned about the care they provide to their children. With increased parent-child interaction, mothers try to compensate for their absence or ease their work or marital strain (Borelli et al., 2017; Cho & Allen, 2012). Alternatively, mothers may be trying to protect their children from the negative family climate. Children may perceive those behaviors in mother-child routines as acceptance. Therefore, parental

guilt and gender role salient behaviors of mothers may be considered why the association between work-to-family conflict and perceived parental rejection may weaken in the presence of high marital conflict.

Existing studies highlight that men and women react differently to marital conflict (Han et al., 2017). Marital conflict has been reported as a risk factor for parenting behaviors (Tavassolie et al., 2016) and child internalizing behaviors (Cummings & Davies, 2002; Cummings, Davies & Simpson, 1994). Parallel with Kouros et al.'s findings (2014), traditional gender norms and role attribution may offer explanations for why spillover effects were more pronounced for fathers, whereas compensatory effects were more observed for mothers. In line with traditional gender-role expectations, mothers arrange their work life around their family responsibilities and are involved in more parental roles (Roeters et al., 2010). Even though women's increased education and workforce participation changed society's gender role expectations (Sunar & Fisek, 2005), mothers still perform a greater amount of childcare and housework than their husbands (Genadek & Hill, 2017; Turkish Statistical Institute, 2023). Due to this increased routine interaction, children may feel less rejected by their mothers compared to their fathers. Following Belsky et al. (1984) and Kouros et al.'s findings (2014), even though fathers have more defined work boundaries, their family roles are more blurred (Duxbury & Higgins, 1991); therefore, positive spillover occurred.

Continuing with the father's model, when marital conflict was high**,** the association from fathers' work-to-family conflict to the parental rejection (*Hypothesis 7a*), and on children's internalizing behaviors became more detrimental (*Hypothesis 8a*), though the effect was significant on a trend level**.** Parallel with the Rational Theory (Pleck, 1977), when fathers give work responsibilities top priority, they tend to have more permeable family boundaries (Duxbury & Higgins, 1991; Haas, 1999; Pleck, 1977). Therefore, participation in the work role makes it difficult to be involved in the family role (Byron, 2005; Kaufman & Uhlenberg, 2000; Knoester & Eggebeen, 2006; Roeters et al., 2010). Fathers' role attribution as the family's main financial provider and meeting the family's economic needs increases fathers' work-to-family conflict

(Schlenker, 1987; Schulz & Reinmann, 2022). From that aspect, fathers' work-to-family conflict may clash with their family role as a parent and spouse (Cooklin et al., 2016a; Vahedi et al., 2019a), which increases their rejective parenting behaviors, in turn more internalizing symptoms of children over time. This may not be the case for mothers, since their priority is family life (Cerrato & Cifre, 2018; Yoo, 2021).

3.4.4 The Role of Social Supports on The Relationship Between Work-to-Family Conflict and Child Internalizing Behaviors

The current thesis found that mothers' family and significant other social support were significantly and negatively associated with perceived parental rejection of their children. Also, the more mothers perceived family, friend, and significant other social support, the less their children showed internalizing problems over time. For fathers, only perceived family social support was directly and negatively related to internalizing problems. Even though higher work-to-family conflict was not directly associated with perceived parental rejection for either parent (*Hypothesis 3*), an association was established through the moderator role of social support for mothers (*Hypothesis 7d*), though in the opposite direction from the hypothesis for fathers (*Hypotheses 7b, 7c, and 7d)*.

While the overall moderating effect of significant other social support was not significant for mothers, there was a trend for high levels of significant other social support**.** When mothers perceived their partners as more supportive, as mothers' work-to-family conflict increased, perceived parental rejection *slightly* decreased; in turn, children showed fewer internalizing symptoms over time (*Hypothesis 8d*). Women experience positive outcomes from family, friends (Elliott, 2003; van Daalen et al., 2005, 2006), and significant other social support (Selvarajan et al., 2013). Also, mothers' friends' social support was positively related to positive parenting behaviors and negatively related to child internalizing behaviors (Zhou & Taylor, 2022). However, the moderator role for family and friend social support on the mediation was not significant (*Hypotheses 8b* and *8c*). The buffering role of significant other social support on parental rejection and internalizing behaviors of children was parallel with

the literature (Carlson & Perrewé, 1999). In Aycan and Eskin's study (2005), even though family social support decreases Turkish employees' care-related stress or work-to-family conflict, the family domain is significantly associated with spousal support. Low partner support increases parenting daily hassles of employed mothers and decreases time and energy for work roles (Selvarajan et al., 2013), and parent-child interaction (Heberle et al., 2015). When husbands showed an emotional understanding about wives' work stress, and instrumental support for household chores and childcare, women felt less work-related strains (Edwards, 2006).

While prior research and maternal findings of the current study suggested that higher levels of significant other social support would reduce the impact of work-to-family conflict on negative parenting unexpectedly, higher levels of social support were associated with a stronger and positive relationship between fathers' work-to-family conflict and perceived parental rejections (*Hypotheses 7b, 7c, and 7d*), in turn, children showed more internalizing behaviors over time (*Hypotheses 8b*, *8c, 8d*). Mothers' high levels of social support have been found to have a buffering effect on work-to-family conflict on negative parenting behaviors, but this result was not found for fathers (Malinen et al., 2017). Even though social support has an alleviative effect on individuals' strains (van Daalen, 2006), social support may have a reverse-buffering effect on work-to-family conflict and strains (Seiger & Wiese, 2009), especially depending on the severity of stress situations (Quittner et al., 1990).

To gain a comprehensive understanding of the mediator role of perceived parental rejection and the moderator role of social supports, a further analysis was conducted using subcategories of parental rejection. When the warmth, hostility, and undifferentiated rejection were added to the model as mediators separately, paternal warmth significantly mediated the association between work-to-family conflict and child internalizing behaviors over time. Indirect effects were found at the high levels of family, friend, and significant other social supports. As fathers perceived high levels of support from family, friends, and significant others, work-to-family conflict decreased children's perception of paternal warmth, increased hostility, and undifferentiated rejection, in turn, elevating internalizing problems in their children

over time. Similar to the mediator role of perceived parental rejection, high support also had a reverse-buffering effect on the mediation path**,** suggesting that the link between fathers' work-to-family conflict and children's internalizing behaviors over time became stronger as support increased. Combining hypothesized results with further analysis, there might be several factors and mechanisms that could result in a reverse-buffering effect of fathers' social support on the relationship between fathers' work-to-family conflict, perceived parental rejections, and child internalizing behaviors. These results will be discussed considering empirical evidence.

Under certain circumstances, social support may not be effective. Some scholars argue that domain-specific support alleviates work-to-family conflict (Kossek et al., 2011; Mesmer-Magnus & Viswesvaran, 2005; van Daalen et al., 2006), whereas others claim that cross-domain supports also decrease individuals' work-to-family conflict (French et al., 2018; Frone et al., 1992b; Selvarajan et al., 2013). On the other hand, Beehr et al. (2010) argue that supportive interactions may not buffer the stress-strain relationship under certain circumstances, which can be 1) stress-focused supportive behaviors that lead individuals to ruminate on negative work experiences, 2) supportive behaviors that make the individual feel inadequate, or 3) unhelpful or incongruent support to the individual's strains. When the individual engages in social interaction with close ones, social engagement may increase problem-focused rumination about work (Boren, 2014; Geisler et al., 2019). This ruminative thinking consumes cognitive resources of individuals, in turn, may decrease parental or couple role performance (Junker et al., 2021). Therefore, rumination on negative work experiences can be one of the reasons why even fathers' high levels of social support cannot decrease, or even worsen, children's perception of their parental rejection, and children's internalizing behaviors.

In order to understand why social support increased the work-to-family conflict and perceived parental rejection path, evaluating the cultural setting in which they are embedded is valuable. Cultural context has an impact on the effectiveness of social support on work-to-family conflict (French et al., 2018). The Turkish family system is defined as having high levels of cultural relatedness and emotional closeness

(Kagitcibasi & Sunar, 2002). Also, marital and parental roles in those cultures obligate fathers to connect with extended family (Kaufman & Uhlenberg, 2000; Knoester & Eggebeen, 2006). In cultures with strong social ties, such as Türkiye, extended family support is often considered a buffering factor on WTFC (Aycan & Eskin, 2005). Compared to more independent self-construal cultures, receiving social support would be more beneficial in alleviating WTFC for individuals in Türkiye (as an interdependent self-construal society), because Turkish employed parents may benefit more from interdependent emotion regulation strategies (Liddell & Williams, 2019). Therefore, individuals tend to seek family support to balance work and family life (Lim, 2024). In cultures with strong social ties, such as Türkiye, receiving social support would be more beneficial in alleviating work-to-family conflict (Aycan & Eskin, 2005) compared to more independent self-construal cultures.

In parallel with the Beehr et al. (2010), some fathers may feel incompetent or a burden to family members when they receive support. Also, help-seeking behaviors contradict fathers' traditional male role (Bolger et al., 2000; Seidman et al., 2006). Fathers from collectivist cultures are less likely to seek social support due to the relational implications (e.g., not to concern close ones) or gender role attitudes compared to their less collectivistic counterparts (Kim et al., 2006; Taylor et al., 2004). Drawing on traditional gender role ideology, men may not seek social support or discuss their emotions because the traditional male role limits their emotional expression (Bennett, 2007; Chai & Schieman, 2021). When fathers seek social support from their social network, they acknowledge the need for help from others. The feeling of inadequacy or perceptions of being a burden for others contradicts their traditional male role, which may reduce their self-esteem or increase emotional distress (Bolger et al., 2000; Seidman et al., 2006). Therefore, even when they receive social support, they are less likely to benefit from the social support. In Westman and Etzion's study (2005), wives' social support increased husbands' feelings of inadequacy in their coping mechanisms; thus, such support heightened fathers' work-to-family conflict.

Help-seeking from social networks is highly related to interpersonal emotion regulation (Hofman, 2014; Marroquín, 2011). Hofman's interpersonal emotion

regulation model (2014) suggests that individuals' emotion regulation has an alleviative effect on their psychological distress through interaction with supportive people. From an interpersonal emotion regulation perspective, when individuals less frequently seek help from others (i.e., ask opinions of their social circle about stressful situations, also known as perspective taking), individuals who are not confident in their regulatory capacity reported more psychological distress (Altan-Atalay & Saritas-Atalay, 2022).

When fathers avoid from supportive environment, they may not benefit from interpersonal emotion regulation to deal with their work-to-family conflict. Even though mothers' family life may be more susceptible to the negative effects of work-to-family conflict than fathers, as they place more value on their family roles (Yoo, 2021), women are more likely to seek social support from their surroundings and obtain greater benefits from it (Adams & Golsch, 2022). Therefore, mothers benefited from spousal support to decrease their work-to-family conflict, perceived parental rejection, and child internalizing symptoms.

Lastly, in parallel with Beehr et al.'s argument (2010), unhelpful or incongruent support to the individual's strains may also reverse-buffer the association between work-to-family conflict and perceived parental rejection. A partner's support may not be an effective or expected type of social support for the receiver's strains (Bavik et al., 2020; Beehr et al., 2010). Hofman (2014) argues that the perceived availability of social support is more crucial than actual (enacted) social support on psychological well-being. Bolger et al. (2000) argued that support is more effective when the support recipient does not feel an emotional cost, such as reciprocity need or a loss of autonomy. In their daily diary study, when support was visible, participants felt more anxiety on the following day. They argued that the visibility of the social support made them feel weak or incompetent. In conclusion, these issues may facilitate understanding of why children perceive more rejection from fathers when fathers experience work-to-family conflict, and in turn, experience more internalizing problems.

CHAPTER 4

GENERAL DISCUSSION AND CONCLUSION

To begin with, the primary objective of this thesis was to investigate the longitudinal relationship between working parents' work-to-family conflict and internalizing behaviors of children and adolescents. The results of this thesis rely on nationwide Turkish data to examine the antecedents and outcomes of work-to-family conflict across 61 Turkish provinces. Specifically, the current thesis consists of two studies conducted with Turkish employed parents and their children from 1st to 11th grades. To understand this association in-depth in Study 1, several work, non-work, and individual indicators of Turkish employed parents' work-to-family conflict were investigated. After that, Study 2 longitudinally examined a moderated mediation model for both parents, exploring the relationship between parents' work-to-family conflict at Time 1 and internalizing behaviors at Time 2 through children's perceived rejective parenting behaviors at Time 1. Also, potential underlying factors, marital conflict, and social supports at Time 1 as moderators were included in the analysis.

This thesis makes a noteworthy contribution to the literature. Although prior studies investigated the relations of demographics (Aycan & Cinli, 2025), work-related (Allen et al., 2020), and non-work-related indicators (Reimann et al., 2022) with work-to-family conflict mostly separately, Study 1 advances the existing findings by examining various types of domain-specific and cross-domain factors of work-to-family conflict from a nationwide non-Western sample. To the best of our knowledge, it should be noted that Study 1 is the first study conducted in Türkiye with a nationwide sample across various domain-specific and cross-domain indicators. Age, marital conflict, depressive symptoms, and friend social support were common antecedents of both parents' work-to-family conflict. Also, anxiety and stress symptoms as mental health

problems, depth of processing, and overreaction as child temperaments were not found to be related to both parents' work-to-family conflict. There are some differential antecedents based on the gender of the parent. Specifically, mothers had more antecedents for work-to-family conflict, namely, education level, number of children, work at night, shift work, negative affect temperament, and significant other social support, which were positively related, but perceived SES and family social support were positively related to mothers' work-to-family conflict.

Work-to-family conflict and the age of the employee were positively related to mothers but negatively associated with fathers. Age, education level, and SES are associated with sources of work-to-family conflict in the literature (Koyuncu et al., 2009). While women's career development has been driven by increased educational level (Carnicer et al., 2004; Turkish Statistical Institute, 2024), this was not the case for fathers (Diniz et al., 2023). In many occupations, status, tenure, and economic stability are associated with the number of years worked (Anafarta & Kuruuzum, 2012); therefore, parallel with these findings, younger fathers may report more work-to-family conflict in this study.

In addition to demographic variables, work-related factors are also stressful for employed mothers. Even nonstandard work hours are a source of stress for workers (Barnett & Gareis, 2006; Jansen et al., 2004), mothers' shift work and night work were sources of work-to-family conflict, but work schedules were not significantly related to fathers. Since women carried out more responsibilities in both work and family domains (Irak, 2018), family-related stressors are more salient for employed mothers than for fathers (Perry-Jenkins & Gerstel, 2020; Wang et al., 2023) which was parallel to traditional gender roles. Since the number of children (Ozutku & Altindis, 2013) and difficult child temperament (Hyde et al., 2004) were associated with mothers' work-family conflict, the current study found evidence by showing the negative effects of increased child demands on employed mothers' work-to-family conflict.

Among non-work-related factors, parents' marital conflict was positively related to their work-to-family conflict. Increased work hours and demanding work roles both limit the amount and quality of time spent with the partner (Bagherzadeh et al., 2016)

and increased negative tone between partners may result in high levels of marital conflict (Berger & Kellner,1964). In addition to marital conflict, parents' depressive symptoms were positively associated with their work-to-family conflict. Because individuals want to preserve psychological and physical assets (Hobfoll, 2002), loss of those assets may heighten depressive, anxiety, and stress symptoms, and in turn, their work-to-family conflict (Cao et al., 2023). Parents with mental health symptoms also perceive their work roles as stressful due to depleted resources, so that they may experience high levels of work-to-family conflict (Yucel & Borgmann, 2022). Lastly, family and friend social support for mothers and friend social support for fathers were negatively associated with their work-to-family conflict. But increased spousal support negatively spilled over to mothers' work-to-family conflict. Even though social support coming from all types is beneficial for employed parents' work-to-family conflict (Michel et al., 2011), women may not benefit from the support for some reasons. When traditional gender roles limit the instrumental support from husbands (Aycan, 2008), husbands' support may not be an effective or expected type of social support for the mothers' work and home strains and may not reduce their work-to-family conflict (Bavik et al., 2020; Beehr et al., 2010).

Study 2 found no significant direct relationship between parents' work-to-family conflict and perceived parental rejection, which is inconsistent with previous studies showing an association between work-to-family conflict and negative parenting behaviors (Cooklin et al., 2016b). Consistent with previous research showing the significant effect of work-to-family conflict (Yucel & Latshaw, 2021) and perceived parental rejection (Pinquart, 2017) on children's internalizing problems, both parents' work-to-family conflict and perceived parental rejection were positively related to children's internalizing behaviors over time. But, perceived parental rejection did not mediate the association between the parents' work-to-family conflict and child internalizing behaviors over time. Most of the literature findings showed the mediator role of negative parenting behaviors on the association between parents' work-to-family conflict and children's internalizing behaviors across early childhood (Vieira et al., 2016; Wang et al., 2023), middle childhood (Hosokawa & Katsura, 2021), and adolescence (Vahedi et al., 2019b; Yucel & Latshaw, 2021). When the parental

rejection is considered not as a total score but in its subcategories, as in the further investigation of the current study, only decreased warmth parenting behaviors of fathers were positively related to work-to-family conflict, parallel with Cooklin et al.'s study (2016b). These findings suggest that both parents' work-to-family conflict and negative parenting behaviors are consistent risk factors for children's internalizing behaviors over time, but a possible explanation in the current study for the insignificant link between work-to-family conflict and parental rejection might be the moderating roles of marital conflict and social supports.

In terms of moderated mediation, there was a trend for marital conflict as a moderator between parents' work-to-family conflict and children's internalizing behaviors over time. When marital conflict was high for fathers, the indirect association was stronger, but when marital conflict was present in mothers, the effect was weaker. Fathers' results are in line with previous studies indicating that marital conflict has been reported as a risk factor for parenting behaviors (Tavassolie et al., 2016) and child internalizing behaviors (Cummings & Davies, 2002). For fathers, their work-to-family conflict may clash with their family role as a parent and spouse (Leach et al., 2021), which may increase their rejective parenting behaviors, in turn more internalizing symptoms of children over time. Prior research suggests that men and women react differently to marital conflict (Han et al., 2017). One possible interpretation of the different results between parents is that the maternal path may be parallel to the compensatory hypothesis (Kouros et al., 2014). Although negative emotions in marital conflict may transfer to the parent-child relationship, mothers may try to improve their relationships with their children to compensate for the adverse effects of marital problems or through guilt about parenting due to work (Wang et al., 2023). This result has also seen in Turkish mothers who experience high levels of work-to-family conflict (Aycan & Eskin, 2005).

For the moderator role of social support, when mothers perceived their partners as more supportive, as mothers' work-to-family conflict increased, perceived parental rejection slightly decreased; in turn, children showed fewer internalizing symptoms over time. On the other hand, as fathers' family, friends, and significant other social support increased, the relationship between work-to-family conflict and child

internalizing behaviors became stronger. Although previous studies did not reach a consensus on the role of social support as a main effect on stressors (Yildirim & Aycan, 2008) or as a buffering effect in the stressor-strain relationship (Michel et al., 2010), the current results clarify this confusion and provide strong evidence about the differential impact of social support on parents' work-to-family conflict. Under certain circumstances, social support may not be effective.

According to Beehr and colleague's arguments (2010), support may not buffer the stress-strain relationship in certain circumstances. One of the reasons might be that stress-focused supportive behaviors lead individuals to ruminate on negative work experiences. Social support through co-ruminating the negative work experience may not work because co-rumination may increase individuals' awareness of their stress (Boren, 2014). This ruminative thinking consumes cognitive resources of individuals, in turn, may decrease parental or couple role performance (Junker et al., 2021; Kinman et al., 2016).

Second, receiving social support may increase support recipients' feelings of incompetence or perception of burdening support providers, which contradicts with traditional male role (Bolger et al., 2000; Seidman et al., 2006). Moreover, receiving support may also increase a sense of inadequacy regarding their coping strategies; thus heightens their work-to-family conflict (Westman & Etzion, 2005). Bolger (2000) suggested that supportive behaviors should not highlight personal weakness.

Third, unhelpful or incongruent support to the individual's strains may reverse buffer the strains. In addition to the presence of social support, it is also necessary to be satisfied with the social support (Suárez & Baker, 1997). A partner's support may not be an effective or expected type of social support for the fathers' strains (Bavik et al., 2020; Beehr et al., 2010). Support is more effective when the support recipient does not feel an emotional cost, such as reciprocity need or a loss of autonomy (Bolger et al., 2000). Lastly, it can be concluded that all those factors may facilitate understanding the mechanism of the reverse-buffering effect of social support on the association between fathers' work-to-family conflict and perceived parental rejection.

4.1 Strengths

There are several notable strengths of the current thesis. The sample was based on the Turkish Statistical Institute's randomly selected schools across 61 Turkish provinces. Several studies demonstrated different results in employees' work-to-family conflict across countries, yet this difference has not been studied in a diverse, nationwide Turkish sample. Using a randomly selected sample from diverse socio-economic and geographical regions was a methodological strength for this thesis.

The findings of the current thesis can elaborate on the complex nature of the work-to-family conflict for Turkish parents. Different risks and protective factors for mothers' and fathers' work-to-family conflict were found in the current study. So far, the antecedents within the work-to-family conflict literature have primarily focused on the individual characteristics or work-related factors (Byron, 2005). Cross-domain approach suggests that both work and non-work-related factors are strongly related to work-to-family conflict (French et al., 2018).

Parallel with the prior literature (Perry-Jenkins & Gerstel, 2020; Wang et al., 2023), results of the current study showed that antecedents regarding parents' work-to-family conflict vary by gender, and mothers had more demographic, work, and non-work-related antecedents than fathers. To the best of our knowledge, the present thesis represents the first study in a Turkish nationwide sample to capture factors beyond individual and work by providing greater variation in work, non-work, and individual-related factors for employed parents' work-to-family conflict.

Notably, this study departs from prior literature by not only assessing the spillover effects of work-to-family conflict on their marital relations and parenting behaviors but also assessing the crossover effects on their children over time. In terms of perceived parental rejection, Based on the Korelitz and Garber's study (2016), they have argued that due to social desirability, parents may evaluate their parenting behaviors more positively than their children's perceptions of the parent-child relationship; therefore, children's perception of parental behaviors is a valuable addition to the thesis in the literature.

The examination of multiple conditional factors in the work-to-family conflict literature is relatively scarce in the literature, but the current study sheds light on the underlying mechanism between employed parents' work-to-family conflict and child internalizing behaviors with a moderated mediation model. Using structural equational modeling facilitated the detection of the direct, indirect effects, and additional paths between the indicators, as well as adding these paths also increased the model fit.

The findings also presented the beneficial effects of social support on parents' work-to-family conflict. It has been found that family and friend social support significantly alleviates the experience of work-to-family conflict among employed parents. Also, results of Study 2 pointed to the buffering role of the significant other's social support between mothers' work-to-family conflict and perceived parental rejection. These results suggest that different types of social support can produce differential impacts on employed parents, highlighting the significance of distinguishing between sources of social support. Examining these variables for working mothers and fathers was a valuable contribution to the literature, since the inclusion of fathers was scarce in the previous studies.

4.2 Limitations & Future Directions

Despite the various strengths of the thesis, the limitations should be noted. First, the data from two studies in the current thesis were taken from a nationwide longitudinal project. Even though the nationwide and randomly selected large sample is a methodological strength of Study 1, using a longitudinal design would be a stronger choice to demonstrate causal relationships. On the other hand, Study 2 relies on a longitudinal design, filling the gaps identified in the work-to-family conflict literature. Even though the sample had a geographically and socioeconomically diverse population, fathers and mothers are not evenly distributed. The sample size decreased in Study 2 because some participants dropped out after Study 1 due to the massive earthquake that happened on 6th February 2023, or for individual reasons. Even though follow-up reminders have been implemented, future studies should find additional strategies to minimize participants' dropout across time points in longitudinal studies.

Another concern in the current study is the lack of additional work-related factors. The parents of the current sample are predominantly full-time employees, so results may not be generalizable to parents with different employment patterns, including but not limited to part-time employment and seasonal workers. This thesis did not include the number of work hours per week, job types, or job sectors in the main analysis. In the literature, an increased number of work hours was also shown as one of the most stressful factors for the worker (Kinnunen & Mauno, 1998). Moreover, labor force segments may affect employees' work-to-family conflict (Ragnarsdóttir et al., 2025). Even though literature findings did not show a difference in employed mothers' work-to-family conflict in public and private sectors (Irak, 2018), future studies should also include the number of hours worked and labor force segments (e.g., blue-collar & white-collar and public & private sectors) to understand work factors comprehensively.

In terms of social support, the current study assessed the amount of support perceived from family, friends, and significant others. Also, the items to measure social support refer to specific situations, such as sharing joy and sorrow with a significant other or talking about an individual's problems with family members, but whether types of social support are missing in the Multidimensional Scale of Perceived Social Support (MSPSS). Prior research suggests that instrumental or emotional support has a buffering effect on individuals' work-to-family conflict (Mathieu et al., 2018). It would be a valuable contribution to include types of social support to understand which support mechanism is more beneficial for employed parents' work-to-family conflict.

4.3 Practical Implications

The results of the current thesis have raised several practical implications for employed parents. In the current thesis, more antecedents were related to mothers' work-to-family conflict. Factors such as irregular work schedule, the number of children, and difficult child temperament were found to be stressful only for mothers. Raising awareness of gender equity both at work and at home and establishing family-friendly organizational policies that facilitate the participation of employed parents in the

workforce more effectively will be important steps towards decreasing work-to-family conflict. Since autonomy for their work schedule has been pointed out as an alleviating factor for employees' work-to-family conflict (Gray et al, 2023; Holmes et al., 2020), organizational policies should provide employees with several options for their work schedule.

Consistent with previous studies (Kinnunen et al., 2004; Perry-Jenkins et al., 2007), the current study's indication of detrimental effects of depressive symptoms on work-to-family conflict recommends that organizations should provide mental health support for employees with depressive symptoms. The findings of this study highlight that it is important to detect why those employees develop depressive symptoms. To recognize these employees, organizations should conduct regular mental health screenings for their employees and provide psychological support by lessening the negative effects of mental health symptoms on work-to-family conflict. It has been highlighted that control over work hours and work schedule has decreased employees' depression, anxiety, and stress symptoms (Yu & Leka, 2022). Therefore, providing work-related facilitations such as autonomy over work schedule or work hours reduction would be a beneficial choice for organizations to enhance their employees' mental health.

Organizational improvements in terms of autonomy in the work schedule or work roles also facilitate a couple's relationship. In terms of non-work-related implications, work hours reduction facilitates employees to participate in family life more effectively (Liao et al, 2019). Relationship satisfaction of parents is crucial for decreasing work-to-family conflict (Fellow et al., 2016). Therefore, in addition to work role and work schedule arrangements, organizations should also provide workshops for couples to build a solid relationship. These workshops should emphasize the mitigating effects of increased time spent with the partner and decreased negative tone in the conversation on marital conflict.

Not only should couples strengthen their relationship satisfaction, but they also should give both tangible and intangible types of support to their partners.

Most of the evidence in the social support literature shows the beneficial side of it on work-to-family conflict (Carlson & Perrewé, 1999; Noor, 1999), but social support should also fit individuals' strains. In terms of social support, intervention programs should be designed for partners or family members to highlight the support-strain fit rather than the amount of social support. It is important to emphasize that unfitted social support on the employee's strain may not be effective or even detrimental for the support recipient. Moreover, raising awareness about help-seeking behaviors is highly crucial. As Beehr et al (2010) mentioned, seeking help is not related to an employee's incompetence. If such information is not available, individuals may view themselves that he/she is incompetent. Another possibility is that he/she may conclude that no solution is possible for work-related difficulties except to endure. Therefore, support interventions should focus not only on helping-seeking behaviors, but also on expressing difficulties to others to benefit most from the social support.

Since the number of dual-income families and women in the workforce is increasing, governments or companies should organize seminars or workshop programs for their employees to foster positive parenting skills and promote healthy couple relationships to prevent the development of mental health problems in children. In that aspect, these programs should also encourage fathers to participate in family roles and provide information to improve spousal and parent-child relationships. Moreover, these programs should emphasize the negative impact of traditional gender roles on both motherhood and fatherhood. Sanders et al. (2011) suggest that the intervention program should fit the needs of the working parents and the difficulties they face. They highlighted that conflict mostly arises from work rather than family. Many employees experience work-to-family conflict due to occupational stress and to fulfill work responsibilities. In that aspect, such programs should consist of two components. Regarding the workplace component, organizations should provide facilitative workplace policies, such as schedule options, to improve employees' time for their parenting responsibilities. Moreover, organizations should expand their programs on the parenting component by providing parental education to understand the consequences of work-to-family conflict on themselves and their children. Employee assistance programs may be able to guide parents who experience work-to-family

conflict in terms of understanding children's problem behaviors. These programs should give information to working parents on how to support a child who shows internalizing symptoms, since these symptoms are not easily detected (Muhtadie et al.., 2013; Stacks, 2005). Therefore, researchers and policymakers should conduct intervention programs to inform working parents about the potential detrimental effects of work-to-family conflict, such as decreased parent-child interaction and increased negative tone in the relationship, to foster positive parenting behaviors, which consequently improve their children's mental health. Given that problems in family life, such as interparental conflict or child mental health problems, increase working parents' work-to-family conflict (Dinh et al., 2017), providing intervention programs is an organization's advantage since those personal difficulties may decrease employees' work role quality or role performance. Overall, it is expected that the findings of the study raise recognition to support employed parents in integrating and balancing work and family life more effectively.

REFERENCES

Achenbach, T. M., Mc Conaughy, S. H., & Howell, C. T. (1987). Child/adolescent behavioral and emotional problems: implications of cross-informant correlations for situational specificity. *Psychol. Bull., 101*, 213–232. https://doi.org/10.1037/0033-2909.101.2.213

Achenbach, T. M., & Rescorla, L. A. (2001). Child Behavior Checklist for Ages 6-18 (CBCL/6-18, ASEBA CBCL/6-18) [Database record]. APA PsycTests.

Adams, G. A., King, L. A., & King, D. W. (1996). Relationships of job and family involvement, family social support, and work–family conflict with job and life satisfaction. *Journal of Applied Psychology, 81*(4), 411–420. https://doi.org/10.1037/0021-9010.81.4.411

Adams, A., & Golsch, K. (2022). Employed parents' reactions to work-family conflicts: Adaptive strategies of scaling back in Germany. *Journal of Family Research, 34*(4), 1101–1125. https://doi.org/10.20377/jfr-712

Akcinar, B. & Ozbek, E. (2021). İş-aile çatışmasının depresyon, ebeveynlik davranışları ve çocukların sosyaldavranışsal gelişimi ile ilişkisi. Nesne, 9(22), 838-862. https://doi.org/10.7816/nesne-09-22-06

Albano, A. M., & Krain, A. (2005). Anxiety and anxiety disorders in girls. In D. J Bell, S. L. Foster & E. J. Mesh (Eds.), *Handbook of behavioral and emotional problems in girls* (pp. 79–116). Springer US.

Ali, S., Khatun, N., Khaleque, A., & Rohner, R. P. (2019). They love me not: A meta-analysis of relations between parental undifferentiated rejection and offspring's psychological maladjustment. *Journal of Cross-Cultural Psychology, 50*(2), 185–199. https://doi.org/10.1177/0022022118815599

Allen, T., Herst, D., Bruck, C. & Sutton, M. (2000) Consequences associated with work-to-family conflict: a review and agenda for future research. *Journal of Occupational Health Psychology, 5*(2), 278–308.

Allen, A. L., Manning, W. D., Longmore, M. A., & Giordano, P. C. (2019). Young adult parents' work–family conflict: The roles of parenting stress and parental conflict. In S. L. Blair & R. P. Costa (Eds.), *Transitions into parenthood: Examining the complexities of childrearing* (*Contemporary perspectives in family research*, Vol. 15, (pp. 1–16). Emerald Publishing. https://doi.org/10.1108/S1530-353520190000015001

Allen, T. D., French, K. A., Dumani, S., & Shockley, K. M. (2020). A cross-national meta-analytic examination of predictors and outcomes associated with work–family conflict. *Journal of Applied Psychology, 105*(6), 539–576. https://doi.org/10.1037/apl0000442

Altan-Atalay, A., & Saritas-Atalar, D. (2022). Interpersonal emotion regulation strategies: How do they interact with negative mood regulation expectancies in explaining anxiety and depression? *Current Psychology: A Journal for Diverse Perspectives on Diverse Psychological Issues, 41*(1), 379–385. https://doi.org/10.1007/s12144-019-00586-2

Altintas, E. & Sullivan, O. (2016). Fifty years of change updated: Cross-national gender convergence in housework. *Demographic Research, 35* (16), 455−470. http://www.demographic-research.org/Volumes/Vol35/16/

Amstad, F. T., Meier, L. L., Fasel, U., Elfering, A., & Semmer, N. K. (2011). A meta-analysis of work–family conflict and various outcomes with a special emphasis on cross-domain versus matching-domain relations. *Journal of Occupational Health Psychology, 16*(2), 151–169. https://doi.org/10.1037/a0022170

Anafarta, N., & Kuruüzüm, A. (2012). Demographic predictors of work-family conflict for men and women: Turkish case. *International journal of business and management*, *7*(13), 145-158. http://dx.doi.org/10.5539/ijbm.v7n13p145

Apaydın, M. D. (2004). *Çift Kariyerli Ailelerde İş-Aile ve Aile-İş Çatışmalarının Kendini Kurgulama Düzeyleri ile İlişkisi*, [Unpublished Masters' Thesis], Hacettepe Üniversitesi, Sosyal Bilimler Enstitüsü.

Arbuckle, J. L. (2019). Amos (Version 26.0) [Computer Program]. Chicago: IBM SPSS.

Aron E. N. (2002). *The Highly Sensitive Child: Helping Our Children Thrive When the World Overwhelms Them*. Broadway Book Thorsons

Aycan, Z. (2008). Cross-Cultural Approaches to Work-Family Conflict. In K. Korabik, D. Lero & D. L. Whitehead (Eds.). *Handbook of Work-Family Integration: Research, Theory, and Best Practices*, 359-371. London: Cambridge University Press.

Aycan, Z. (2004). Key success factors for women in management in Turkey. *Applied Psychology*, *53*(3), 53-477. https://doi.org/10.1111/j.1464-0597.2004.00180.x

Aycan, Z., & Cinli, D. (2025). Managing the work–family interface: A global leadership challenge. In J. S. Osland, B. S. Reiche, M. L. Maznevski, & M. E. Mendenhall (Eds.), *Advances in global leadership* (Vol. 16, pp. 119–127). Emerald Publishing Limited. https://doi.org/10.1108/S1535-120320250000016014

Aycan, Z., & Eskin, M. (2005). Relative contributions of childcare, spousal support, and organizational support in reducing work–family conflict for men and women: The case of Turkey. *Sex Roles: A Journal of Research, 53* (7–8), 453–471. https://doi.org/10.1007/s11199-005-7134-8

Ayman, R. & Antani, A. (2008). Social Support andWork-Family Conflict. In K.Korabik & D. Lero (Eds.). *Handbook of Work-Family conflict*, 287-304. London: Cambridge University Press.

Babaoglu, G. (2018). *Employed Parents' Work-Family Conflict and Child Outcomes: Mediating Roles of Parenting* [Unpublished Master's Thesis]. Middle East Technical University, Ankara, Türkiye.

Bagherzadeh, R., Taghizadeh, Z., Mohammadi, E., Kazemnejad, A., Pourreza, A., & Ebadi, A. (2016). Relationship of work-family conflict with burnout and marital satisfaction: cross-domain or source attribution relations?. *Health promotion perspectives*, *6*(1), 31–36. https://doi.org/10.15171/hpp.2016.05

Barnett, R. C., & Gareis, K. C. (2006). Parental after-school stress and psychological well-being. *Journal of Marriage and Family, 68* (1), 101-108. https://doi.org/10.1111/j.1741-3737.2006.00236.x

Bavik, Y. L., Shaw, J. D., & Wang, X.-H. (2020). Social support: Multidisciplinary review, synthesis, and future agenda. *Academy of Management Annals, 14*(2), 726–758. https://doi.org/10. 5465/annals.2016.0148

Bedeian, A. G., Burke, B. G., & Moffett, R. G. (1988). Outcomes of work-family conflict among married male and female professionals. *Journal of Management, 14*(3), 475–491. https://doi.org/10.1177/014920638801400310

Beehr, T. A., Bowling, N. A., & Bennett, M. M. (2010). Occupational stress and failures of social support: When helping hurts. *Journal of Occupational Health Psychology, 15*(1), 45–59. https://doi.org/10.1037/a0018234

Beehr, S. A., Farmer, S. J., Glazer, S., Gudanowski, D. M., & Nair, V. N. (2003). The enigma of social support and occupational stress: Source congruence and gender role effects. *Journal of Occupational Health Psychology, 8*(3), 220–231. https://doi.org/10.1037/1076-8998.8.3.220

Belsky, J., & Pensky, E. (1988). Marital change across the transition to parenthood. *Marriage & Family Review, 12*(3-4), 133–156. https://doi.org/10.1300/J002v12n03_08

Belsky, J., Gilstrap, B., & Rovine, M. (1984). The Pennsylvania Infant and Family Development Project, I: Stability and change in mother-infant and father-infant interaction in a family setting at one, three, and nine months. *Child development*, *55*(3), 692–705. https://doi.org/10.2307/1130122

Bennett, K. M. (2007). "No sissy stuff": Towards a theory of masculinity and emotional expression in older widowed men. *Journal of Aging Studies, 21*(4), 347–356. https://doi.org/10.1016/j.jaging.2007.05.002

Berger, P. L., Kellner, H. (1964). Marriage and the construction of reality: An exercise in the microsociology of knowledge. *Diogenes, 46*, 1-23

Bernhardt, J., Recksiedler, C., & Linberg, A. (2022). Work from home and parenting: Examining the role of work-family conflict and gender during the COVID-19 pandemic. *The Journal of social issues, 79*(3), 935–970. https://doi.org/10.1111/josi.12509

Bianchi, S. M., & Milkie, M. A. (2010). Work and family research in the first decade of the 21st century. *Journal of Marriage and Family, 72*(3), 705–725. https://doi.org/10.1111/j.1741-3737.2010.00726.x

Bielby, W. T., & Bielby, D. D. (1989). Family ties: Balancing commitments to work and family in dual earner households. *American Sociological Review, 54*(5), 776–789. https://doi.org/10.2307/2117753

Bilodeau, J., Mikutra-Cencora, M., & Quesnel-Vallée, A. (2023). Work-family interface and children's mental health: a systematic review. *Child and Adolescent Psychiatry and Mental Health*, *17*(1), 45. https://doi.org/10.1186/s13034-023-00651-6

Blain, J. (1994). Discourses of agency and domestic labor: Family discourse and gendered practice in dual-earner families. *Journal of Family Issues, 15*(4), 515-549. https://doi.org/10.1177/019251394015004001

Blau, G. (1981). An empirical investigation of job stress, social support, service length and job strain. *Organizational Behavior and Human Performance, 27*, 279–302. https://doi.org/10.1016/0030-5073(81)90050-7

Bolger, N., DeLongis, A., Kessler, R. C., & Wethington, E. (1989). The contagion of stress across multiple roles. *Journal of Marriage and Family, 51*, 175–183. https://doi.org/10.2307/352378.

Bolger, N., Zuckerman, A., & Kessler, R. C. (2000). Invisible support and adjustment to stress. *Journal of Personality and Social Psychology, 79*(6), 953–961. https://doi.org/10.1037/0022-3514.79.6.953

Bollen, K. A. (1989). *Structural equations with latent variables*. John Wiley & Sons. https://doi.org/10.1002/9781118619179

Borelli, J. L., Nelson, S. K., River, L. M., Birken, S. A., & Moss-Racusin, C. (2017). Gender differences in work-family guilt in parents of young children. *Sex Roles 76*, 356–368. https://odi.org/10.1007/s11199-016-0579-0

Boren, J. P. (2014). The relationships between co-rumination, social support, stress, and burnout among working adults. *Management Communication Quarterly, 28*(1), 3–25. https://doi.org/10.1177/0893318913509283

Boyar, S. L., Maertz, C. P., Jr., Mosley, D. C., Jr., & Carr, J. C. (2008). The impact of work/family demand on work-family conflict. *Journal of Managerial Psychology, 23*(3), 215–235. https://doi.org/10.1108/02683940810861356

Braiker, H., & Kelley, H. H. (1979). Conflict in the development of close relationships. In R. L. Burgess & T. L. Huston (Eds.), *Social exchange in developing relationships*. New York: Academic.

Britt, S., Grable, J. E., Goff, Nelson., S, B., & White, M. (2008). The influence of perceived spending behaviors on relationship satisfaction. *Financial Counseling and Planning, 19*(1), 31–43.

Brock, R. L., & Kochanska, G. (2016). Interparental conflict, children's security with parents, and long-term risk of internalizing problems: A longitudinal study from ages 2 to 10. *Development and psychopathology*, *28*(1), 45–54. https://doi.org/10.1017/S0954579415000279

Bronfenbrenner U. (1986). Ecology of the family as a context for human development: Research perspectives. *Developmental Psychology*, *22*(6), 723, 742.

Byron, K. (2005). A meta-analytic review of work–family conflict and its antecedents. *Journal of Vocational Behavior, 67*(2), 169–198. https://doi.org/10.1016/j.jvb.2004.08.009

Cao, H., Zhou, N., Buehler, C., Li, X., Liang, Y., & Chen, Y. (2023). Mothers' work-to-family conflict, depressive symptoms, and parental role functioning: A five-wave, cross-lagged panel model from infancy through middle childhood. *Family Relations*, *73*(2), 11781200. https://doi.org/10.1111/fare.12931

Caqueo-Urízar, A., Urzúa, A., Villalonga-Olives, E., Atencio-Quevedo, D., Irarrázaval, M., Flores, J., & Ramírez, C. (2022). Children's Mental Health: Discrepancy between Child Self-Reporting and Parental Reporting. *Behavioral sciences (Basel, Switzerland)*, *12*(10), 401. https://doi.org/10.3390/bs12100401

Carlson, D. S. & Perrewé, P. L. (1999). The role of social support in the stressor–strain relationship: An examination of work–family conflict. *Journal of Management, 25*(4), 513–540. https://doi.org/10.1177/014920639902500403

Carlson, D. S., Kacmar, K. M., & Williams, L. J. (2000). Construction and initial validation of a multidimensional measure of work-family conflict. *Journal of Vocational Behavior, 56*(2), 249-276. https://doi.org/10.1006/jvbe.1999.1713

Carnicer, M. P. L, A. M. Sanchez, M. P. Perez & M. J. V. Jimenez (2004). Work-family conflict in a southern Europeancountry: The influence of job-related and non- related factors. *Journal of Managerial Psychology, 19*(5),466–489. https://doi.org/10.1108/02683940410543579

Cerrato, J., & Cifre, E. (2018). Gender Inequality in Household Chores and Work-Family Conflict. *Frontiers in psychology*, *9*, 1330. https://doi.org/10.3389/fpsyg.2018.01330

Chai, L., & Schieman, S. (2021). Work-to-family conflict and children's problems with school, friends, and health: Household economic conditions and couple relationship quality as contingencies. *Journal of Family Issues, 43*(6), 1555–1578. https://doi.org/10.1177/0192513X211026953

Cho, E., & Allen, T. D. (2012). Relationship between work interference with family and parent–child interactive behavior: Can guilt help? *Journal of Vocational Behavior, 80*(2), 276–287. https://doi.org/10.1016/j.jvb.2011.12.002

Cho, H., Lambert, S. J., Ellis, E., & Henly, J. R. (2024). How work hour variability matters for work-to-family conflict. *Work, Employment and Society, 38*(6), 1611-1635. https://doi.org/10.1177/09500170231218191

Chow, E. N. L. & Berheide, C. W. (1988). The Interdependence of Family and Work: A Framework for Family Life Education, Policy, and Practice. *Family Relations, 37*(1), 23-28. https://doi.org/10.2307/584425

Chuang, S. S., Glozman, J., Green, D. S., & Rasmi, S. (2018). Parenting and family relationships in Chinese families: A critical ecological approach. *Journal of Family Theory & Review*, *10*(2), 367-383. https://doi.org/10.1111/jftr.12257

Cicek-Ozdemir, S., & Senol, S. (2024). The Silent Threat in Women's Health: Work and Family Conflict. *Women's health reports, 5*(1), 663–670. https://doi.org/10.1089/whr.2024.0088

Cinamon, R. G., Weisel, A., & Tzuk, K. (2007). Work-family conflict within the family: Crossover effects, perceived parent-child interaction quality, parental self-efficacy, and life role attributions. *Journal of Career Development, 34*(1), 79–100. https://doi.org/10.1177/0894845307304066

Cohen, S., & Wills, T. A. (1985). Stress, social support and the buffering hypothesis. *Psychological Bulletin, 98* (2), 310-357.

Colombo, L., & Ghisleri, C. (2008). The work-to-family conflict: Theories and measures. *TPM-Testing, Psychometrics, Methodology in Applied Psychology, 15*(1), 35–55.

Cooklin, A. R., Westrupp, E., Strazdins, L., Giallo, R., Martin, A., & Nicholson, J. M. (2015a). Mothers' work–family conflict and enrichment: Associations with parenting quality and couple relationship. *Child: Care, Health and Development, 41*(2), 266–277. https://doi.org/10.1111/cch.12137

Cooklin A. R, Giallo R., Strazdins L., Martin A., Leach L. S. & Nicholson J. M. (2015b). What matters for working fathers? Job characteristics, work-family conflict and enrichment, and fathers' postpartum mental health in an Australian cohort. *Social Science and Medicine, 146*, 214-22.

Cooklin, A. R., Dinh, H., Strazdins, L., Westrupp, E., Leach, L. S., & Nicholson, J. M. (2016a). Change and stability in work-family conflict and mothers' and fathers' mental health: Longitudinal evidence from an Australian cohort. *Social science & medicine (1982)*, *155*, 24–34. https://doi.org/10.1016/j.socscimed.2016.02.036

Cooklin, A. R., Westrupp, E. M., Strazdins, L., Giallo, R., Martin, A., & Nicholson, J. M. (2016b). Fathers at work: Work–family conflict, work–family enrichment and parenting in an Australian cohort. *Journal of Family Issues, 37*(11), 1611– 1635. https://doi.org/10.1177/0192513X14553054

Craig, L. (2006). Does father care mean fathers share? A comparison of how mothers and fathers in intact families spend time with children. *Gender & Society, 20* (2), 259-281. https://doi.org/10.1177/0891243205285212

Crouter, A. C., Bumpus, M. F., Head, M. R., & McHale, S. M. (2001). Implications of overwork and overload for the quality of men's family relationships. *Journal of Marriage and Family*, *63*(2), 404-416. https://doi.org/10.1111/j.1741-3737.2001.00404.x

Cummings, E. M., Davies, P. T., & Simpson, K. S. (1994). Marital conflict, gender, and children's appraisals and coping efficacy as mediators of child adjustment. *Journal of Family Psychology, 8*(2), 141–149.

Cummings, E. M., & Davies, P. T. (2002). Effects of marital conflict on children: Recent advances and emerging themes in processoriented research. *Journal of Child Psychology and Psychiatry, 43(*1), 31–63. https://doi.org/10.1111/1469-7610.00003

Darcy, C., & McCarthy, A. (2007). Work-Family conflict: An exploration of the differential effects of a dependent child's age on working parents. *Journal of European Industrial Training*, *31*(7), 530-549. https://doi.org/10.1108/03090590710820042

Demirpence, D., & Putnam, S. (2020). Reliability and validity of the self-report version of the Early Adolescent Temperament Questionnaire-Revised (EATQ-R) Short Form in a Turkish sample. *PsyCh Journal, 9*(1), 67-76. https://doi.org/10.1002/pchj.314

Dinh, H., Cooklin, A. R., Leach, L. S., Westrupp, E. M., Nicholson, J. M., & Strazdins, L. (2017). Parents' transitions into and out of work-family conflict and children's mental health: Longitudinal influence via family functioning. *Social Science & Medicine, 194,* 42-50. https://doi.org/10.1016/j.socscimed.2017.10.017

Diniz, E., Monteiro, L., & Veríssimo, M. (2023). Work Gains and Strains on Father Involvement: The Mediating Role of Parenting Styles. *Children (Basel, Switzerland)*, *10*(8), 1357. https://doi.org/10.3390/children10081357

Duxbury, L. E., & Higgins, C. A. (1991). Gender differences in work-family conflict. *Journal of Applied Psychology, 76*(1), 60 74. https://doi.org/10.1037/0021-9010.76.1.60

Eagle, B. W., Miles, E. W., & Icenogle, M. L. (1997). Interrole conflicts and the permeability of work and family domains: Are there gender differences? *Journal of Vocational Behavior, 50*(2), 168– 184.

Edwards, J. R., & Rothbard, N. P. (2000). Mechanisms linking work and family: Clarifying the relationship between work and family constructs. *The Academy of Management Review, 25*(1), 178–199. https://doi.org/10.2307/259269

Edwards, M. R. (2006). The Role of Husbands Supportive Communication Practices in the Lives of Employed Mothers. *Marriage & Family Review,40*(4), 23-46. https://doi.org/10.1300/j002v40n04_03

Eker, D., & Arkar, H. (1995). Çok Boyutlu Algılanan Sosyal Destek Ölçeği' nin faktör yapısı, geçerlik ve güvenirliği [Factorial Structure, Validity, and Reliability of the Multidimensional Scale of Perceived Social Support]. *Türk Psikoloji Dergisi*, *10*(34), 17-25.

Ekici, D., Cerit, K., & MERT, T. (2017). Factors That Influence Nurses' Work-Family Conflict, Job Satisfaction, and Intention to Leave in a Private Hospital in Turkey. *Hospital Practices and Research, 2*(4), 102-108. https://doi.org/10.15171/hpr.2017.25

Elliott, M. (2003). Work and family role strain among university employees. *Journal of Family and Economic Issues, 24* (2), 157-181. https://doi.org/10.1023/A:1023614907886

Ellis, L. K., & Rothbart, M. (2001). *Early Adolescent Temperament Questionnaire-Revised (EAT-R)* [Database record]. APA PsycTests. https://doi.org/10.1037/t07624-000

Elloy, D. F., & Smith, C. (2004). Antecedents of Work-Family Conflict Among Dual-Career Couples: An Australian Study. *Cross Cultural Management, 11*(4), 17–27. https://doi.org/10.1108/13527600410797927

El-Sheikh, M. (2005). The role of emotional responses and physiological reactivity in the marital conflict-child functioning link. *Journal of Child Psychology and Psychiatry,46*(11),1191-1199.

Erder, G (2010). Work-Family Conflict and Children's Externalizing and Internalizing Problems: The Mediating Role of Parenting [Unpublished Master's Thesis]. Koc Universitesi, Turkey.

Erol, N., Simsek, Z., & Munir, K. (2010). Mental health of adolescents reared in institutional care in Turkey: challenges and hope in the twenty-first century. *European child & adolescent psychiatry*, *19*(2), 113–124. https://doi.org/10.1007/s00787-009-0047-2

Fan, W., Lam, J., & Moen, P. (2019). Stress proliferation? Precarity and work–family conflict at the intersection of gender and household income. *Journal of Family Issues, 40*(18), 2751-2773. https://doi.org/10.1177/0192513X19862847

Fellows, K. J., Chiu, H.-Y., Hill, E. J., & Hawkins, A. J. (2016). Work–family conflict and couple relationship quality: A meta-analytic study. *Journal of Family and Economic Issues, 37*(4), 509–518. https://doi.org/10.1007/s10834-015-9450-7

Field, A.P. (2018) *Discovering Statistics Using IBM SPSS Statistics*. 5th Edition, Sage, Newbury Park.

Ford, M. T., Heinen, B. A., & Langkamer, K. L. (2007). Work and family satisfaction and conflict: A meta-analysis of cross-domain relations. *Journal of Applied Psychology,92*(1), 57–80. https://doi.org/10.1037/0021-9010.92.1.57

Fredriksen-Goldsen, K. I., & Schlarlach, A. E. (2001). *Families and work. New directions in the twenty-first century*. New York: Oxford University Press

French, K. A., Dumani, S., Allen, T. D., & Shockley, K. M. (2018). A meta-analysis of work–family conflict and social support. *Psychological Bulletin, 144*(3), 284– 314. https://doi.org/10.1037/bul0000120

Frone, M. R. (2002). Work-family balance. In J. C. Quick & L. E. Tetrick (Eds.), *The handbook of occupational health psychology* (pp. 143–163). American Psychological Association.

Frone, M. R. (2003). Work-family balance. In J. C. Quick & L. E. Tetrick (Eds.), *Handbook of occupational health psychology*, 143-162. Washington, DC: American Psychological Association.

Frone, M. R., Russell, M., & Cooper, M. L. (1992a). Prevalence of work–family conflict: Are work and family boundaries asymmetrically permeable. *Journal of Organizational Behavior, 13*, 723– 729.

Frone, M. R., Russell, M., & Cooper, M. L. (1992b). Antecedents and outcomes of work- family conflict: Testing a model of the work-family interface. *Journal of Applied Psychology, 77*(1), 65–78. https://doi.org/10.1037/0021-9010.77.1.65

Frone, M. R., Yardley, J. K., & Markel, K. S. (1997). Developing and testing an integrative model of the work–family interface. *Journal of Vocational Behavior, 50*, 145–167. https://doi.org/10.1006/jvbe.1996.1577

Gaskin, J. (2016), "User Defined Estimands code for Path analysis with interactions with continuous IV and moderator Process 7", Gaskination's Statistics. Retrieved from http://statwiki.gaskination.com

Geisler, M., Buratti, S., & Allwood, C. M. (2019). The complex interplay between emotion regulation and work rumination on exhaustion. *Frontiers in Psychology, 10*. https://doi.org/10.3389/fpsyg.2019.01978

Gerard, J. M., Krishnakumar, A., & Buehler, C. (2006). Marital Conflict, Parent-Child Relations, and Youth Maladjustment: A Longitudinal Investigation of Spillover Effects. *Journal of Family Issues, 27*(7), 951–975. https://doi.org/10.1177/0192513X05286020

Genadek, K. R., & Hill, R. (2017). Parents' Work Schedules and Time Spent with Children. *Community, work & family*, *20*(5), 523–542. https://doi.org/10.1080/13668803.2017.1371672

Giallo, R., Seymour, M., Fogarty, A., Feinberg, M., Christensen, D., Gartland, D., Wood, C., Brown, S. J., & Cooklin, A. (2022). Trajectories of interparental conflict and children's emotional-behavioural functioning at 10-11 years: an Australian population-based study. *European child & adolescent psychiatry*, *31*(4), 625–635. https://doi.org/10.1007/s00787-020-01700-7

Goode, W. J. (1960). A theory of role strain. *American Sociological Review, 25*, 483–496. https://doi.org/10.2307/2092933

Grandey, A. A., Cordeiro, B. L., & Michael, J. H. (2007). Work-family supportiveness organizational perceptions: Important for the well-being of male blue-collar hourly workers? *Journal of Vocational Behavior, 71*(3), 460–478. https://doi.org/10.1016/j.jvb.2007.08.001

Gray, C. E., Spector, P. E., Wells, J. E., Bianchi, S. R., Ocana-Dominguez, C., Stringer, C., Sarmiento, J., & Butler, T. (2023). How Can Organizational Leaders Help? Examining the Effectiveness of Leaders' Support During a Crisis. *Journal of business and psychology*, *38*(1), 215–237.

Greenhaus, J. H., & Beutell, N. J. (1985). Sources and conflict between work and family roles. *The Academy of Management Review, 10*(1), 76-88. https://doi.org/10.2307/258214

Griep, R.H., Toivanen, S., Santos, I.S., Rotenberg, L., Juvanhol, L.L., Goulart, A.C., Aquino, E.M. & Benseñor, I. (2016). Work-family conflict, lack of time for personal care and leisure, and job strain in migraine: Results of the Brazilian Longitudinal Study of Adult Health (ELSA-Brasil). *American Journal of Industrial Medicine, 59* (11), 987-1000. https://doi.org/10.1002/ajim.22620

Grych, J. H., & Fincham, F. D. (1990). Marital conflict and children's adjustment: A cognitive-contextual framework. *Psychological Bulletin, 108*(2), 267–290. https://doi.org/10.1037/0033-2909.108.2.267

Grzywacz, J. G., & Marks, N. F. (2000). Reconceptualizing the work–family interface: An ecological perspective on the correlates of positive and negative spillover between work and family. *Journal of Occupational Health Psychology, 5*(1), 111–126. https://doi.org/10.1037/1076-8998.5.1.111

Gutek, B. A., Searle, S., & Klepa, L. (1991). Rational versus gender role explanations for work-family conflict. *Journal of Applied Psychology, 76*(4), 560–568. https://doi.org/10.1037/0021-9010.76.4.560

Haas, B. K. (1999). A Multidisciplinary Concept Analysis of Quality of Life. Western *Journal of Nursing Research, 21*, 728-742. http://dx.doi.org/10.1177/01939459922044153

Hair, E., Moore, K. A., Hadley, A. M., Kaye, K., Day, R. D., & Orthner, D. K. (2009). Parent marital quality and the parent-adolescent relationship: Effects on adolescent and young adult health outcomes. *Marriage and Family Review, 45*(2), 218–248. https://doi.org/10.1080/01494920902733567

Halbesleben, J. R. (2009). The influence of shift work on emotional exhaustion in firefighters: The role of work-family conflict and social support. *International Journal of Workplace Health Management*, *2*(2), 115-130.

Han, Y., Rudy, D., & Proulx, C. M. (2017). Longitudinal relationships among marital conflict, maternal and paternal warmth and control, and preschoolers' socioemotional outcomes in South Korea. *Journal of Cross-Cultural Psychology, 48*(10), 1522–1536. https://doi.org/10.1177/0022022117732300

Harold, G. T., Fincham, F. D., Osborne, L. N., & Conger, R. D. (1997). Mom and dad are at it again: adolescent perceptions of marital conflict and adolescent psychological distress. *Developmental psychology*, *33*(2), 333–350.

Hart, M. S., & Kelley, M. L. (2006). Fathers' and Mothers' Work and Family Issues as Related to Internalizing and Externalizing Behavior of Children Attending Day Care. *Journal of Family Issues, 27*(2), 252–270. https://doi.org/10.1177/0192513X05280992

Heberle, A. E., Krill, S. C., Briggs-Gowan, M. J. & Carter, A. S. (2015) Predicting Externalizing and Internalizing Behavior in Kindergarten: Examining the Buffering Role of Early Social Support. *Journal of Clinical Child & Adolescent Psychology, 44*(4), 640-654. https://doi.org/10.1080/15374416.2014.886254

Heffner, K. L., Kiecolt-Glaser, J. K., Loving, T. J., Glaser, R., & Malarkey, W. B. (2004). Spousal support satisfaction as a modifier of physiological responses to marital conflict in younger and older couples. *Journal of Behavioral Medicine, 27*(3), 233-254. https://doi.org/10.1023/B:JOBM.0000028497.79129.ad

Hess, S., & Pollmann-Schult, M. (2019). Associations between mothers' work-family conflict and children's psychological well-being: The mediating role of mothers' parenting behavior. *Journal of Child and Family Studies, 29*(6), 1561– 1571. https://doi.org/10.1007/s10826-019-01669-1

Hill, E. J. (2005). Work-Family Facilitation and Conflict,Working Fathers and Mothers,Work-Family Stressors and Support. *Journal of Family Issues*, *26* (6), 793- 819. https://doi.org/10.1177/0192513X05277542

Hill, E. J., Erickson, J. J., Fellows, K. J., Martinengo, G., & Allen, S. M. (2014). Work and family over the life course: Do older workers differ? *Journal of Family and Economic Issues, 35*(1), 1–13.https://doi.org/10.1007/s10834-012-93468

Hill, E. J., Martinson, V., Hawkins, A., & Ferris, M. (2003). Studying "working fathers": Comparing fathers' and mothers' work-family conflict, fit, and adaptive strategies in a global high-tech company. *Fathering, 1*(3), 239-261.

Hill, E. J., Märtinson, V., & Ferris, M. (2004). New-concept part-time employment as a work-family adaptive strategy for women professionals with small children. *Family Relations: An Interdisciplinary Journal of Applied Family Studies, 53*(3), 282–292. https://doi.org/10.1111/j.0022-2445.2004.0004.x

Hobfoll, S. E. (1989). Conservation of resources: A new attempt at conceptualizing stress. *American Psychologist, 44*(3), 513–524.

Hobfoll, S. E. (2002). Social and psychological resources and adaptation. *Review of General Psychology, 6(*4), 307–324. https://doi.org/10.1037/1089-2680.6.4.307

Hobfoll, S. E., Halbesleben, J., Neveu, J. P., & Westman, M. (2018). Conservation of resources in the organizational context: The reality of resources and their consequences. *Annual Review of Organizational Psychology and Organizational Behavior, 5*, 103–128. https://doi.org/10.1146/annurevorgpsych-032117-104640

Hofmann S. G. (2014). Interpersonal Emotion Regulation Model of Mood and Anxiety Disorders. *Cognitive therapy and research*, *38*(5), 483–492. https://doi.org/10.1007/s10608-014-9620-1

Holmes, E. K., Thomas, C. R., Petts, R. J., & Hill, E. J. (2020). The work-family interface. In W. K. Halford & F. van de Vijver (Eds.), *Cross-cultural family research and practice* (323–354). Academic Press. https://doi.org/10.1016/B978-0-12-815493- 9.00010-7

Hosokawa, R., & Katsura, T. (2021). Maternal Work-Life Balance and Children's Social Adjustment: The Mediating Role of Perceived Stress and Parenting Practices. *International journal of environmental research and public health*, *18*(13), 6924. https://doi.org/10.3390/ijerph18136924

Huffman, A. H., Matthews, R. A., & Irving, L. H. (2017). Family fairness and cohesion in marital dyads: Mediating processes between work–family conflict and couple psychological distress. *Journal of Occupational and Organizational Psychology*, *90*(1), 95-116. https://doi.org/10.1111/joop.12165

Hu, L. T., & Bentler, P. M. (1999). Cutoff criteria for fit indexes in covariance structure analysis: Conventional criteria versus new alternatives. *Structural Equation Modeling: A Multidisciplinary Journal, 6*(1), 1–55. https://doi.org/10.1080/10705519909540118

Hyde, J. S., Else-Quest, N. M., Goldsmith, H. H., & Biesanz, J. C. (2004). Children's temperament and behavior problems predict their employed mothers' work functioning. *Child Development*, *75*(2), 580-594.

IBM Corp. Released 2023. IBM SPSS Statistics for Macintosh, Version 29.0.2.0 Armonk, NY: IBM Corp.

Irak, D., U. (2018). Importance of Flexibility on Decreasing Work-family Conflict Among Employed Mothers. *The Journal of Human and Work 5*(2), 115-124. https://doi.org/10.18394/iid.383620

Ilies, R., Schwind, K. M., Wagner, D. T., Johnson, M. D., DeRue, D. S., & Ilgen, D. R. (2007). When can employees have a family life? The effects of daily workload and affect on work-family conflict and social behaviors at home. *Journal of Applied Psychology, 92*(5), 1368–1379. https://doi.org/10.1037/0021-9010.92.5. 1368.

Jansen, N. W., Kant, I., Nijhuis, F. J., Swaen, G. M., & Kristensen, T. S. (2004). Impact of worktime arrangements on work-home interference among Dutch employees. *Scandinavian journal of work, environment & health*, *30*(2), 139–148. https://doi.org/10.5271/sjweh.771

Junker, N. M., Baumeister, R. F., Straub, K., & Greenhaus, J. H. (2021). When forgetting what happened at work matters: The role of affective rumination, problem- solving pondering, and self-control in work-family conflict and enrichment. *The Journal of applied psychology*, *106*(11), 1750–1766. https://doi.org/10.1037/apl0000847

Jackson, S., & Schuler, R. (1985). A meta-analysis and conceptual critique of research on role ambiguity and role conflict in work settings. *Organizational Behavior and Human Decision Processes, 36*, 16-78.

Jacobs, J. A., & Gerson, K. (2001). Overworked individuals or overworked families? Explaining trends in work, leisure, and family time. *Work and Occupations, 28*(1), 40 – 63. https://doi.org/10.1177/0730888401028001004

Kagitcibasi, C., & Sunar, D. (2002). Family and socialization in Turkey. In J. L. Roopnarine & D. B. Carter (Eds.), *Parent-child socialization in diverse cultures* (pp. 75-87). Ablex Publishing.

Kagnicioglu, D. (2017). The role of women in working life in Turkey. *WIT Transactions on Ecology and the Environment, 226*(1), 349-358.

Kahn, R. L., Wolfe, D. M., Quinn, R., Snoek, J. D., & Rosenthal, R. A. (1964) *Organizational stress*. New York: Wiley.

Katz, L. F., & Gottman, J. M. (1993). Patterns of marital conflict predict children's internalizing and externalizing behaviors. *Developmental Psychology, 29*(6), 940–950. https://doi.org/10.1037/0012-1649.29.6.940

Kaufman, G., & Uhlenberg, P. (2000). The influence of parenthood on the work effort of married men and women. *Social Forces, 78*(3), 931-947. https://doi.org/10.2307/3005936

Kelloway, E. K., Gottlieb, B. H., & Barham, L. (1999). The source, nature, and direction of work and family conflict: A longitudinal investigation. *Journal of Occupational Health Psychology, 4*(4), 337–346. https://doi.org/10.1037/1076-8998.4.4.337

Kerig, P. K. (1996). Assessing the links between interparental conflict and child adjustment: The conflicts and problem-solving scales. *Journal of Family Psychology, 10*(4), 454–473. https://doi.org/10.1037/0893-3200.10.4.454

Kerig, P. K. (1998). Gender and appraisals as mediators of adjustment in children exposed to interparental violence. *Journal of Family Violence, 13*, 345 – 363. https://doi.org/10.1023/A:1022871102437

Khaleque, A., & Rohner, R. P. (2002). Perceived parental acceptance-rejection and psychological adjustment: A meta-analysis of cross-cultural and intracultural studies. *Journal of Marriage and Family, 64*(1), 54–64.

Kim, Y. M., & Cho, S. I. (2020). Socioeconomic status, work-life conflict, and mental health. *American journal of industrial medicine*, *63*(8), 703–712. https://doi.org/10.1002/ajim.23118

Kim, H. S., Sherman, D. K., Ko, D., & Taylor, S. E. (2006). Pursuit of Comfort and Pursuit of Harmony: Culture, Relationships, and Social Support Seeking. *Personality and Social Psychology Bulletin, 32*(12), 1595-1607. https://doi.org/10.1177/0146167206291991

Kinman, G., Clements, A. J., & Hart, J. (2016). Working Conditions, Work–Life Conflict, and Well-Being in U.K. Prison Officers: The Role of Affective Rumination and Detachment. *Criminal Justice and Behavior*, *44*(2), 226-239. https://doi.org/10.1177/0093854816664923

Kingston, P. W., & Nock, S. L. (1987). Time together among dual-earner couples. *American Sociological Review, 52*(3), 391–400.

Kinnunen, U., Geurts, S. & Mauno, S. (2004). Work-to-family conflict and its relationship with satisfaction and well-being: a one-year longitudinal study on gender differences, *Work & Stress, 18* (1), 1-22, https://doi.org/10.1080/02678370410001682005

Kinnunen, U. and Mauno, S. (1998), Antecedents and outcomes of work-family conflict among employed women and men in Finland. *Human Relations, 51*(2), 157-78.

Kline, R.B. (2011). *Principles and practice of structural equation modeling* (5th ed., pp. 3-427). New York: The Guilford Press.

Knoester, C., & Eggebeen, D. J. (2006). The Effects of the Transition to Parenthood and Subsequent Children on Men's Well-Being and Social Participation. *Journal of Family Issues, 27*(11), 1532–1560. https://doi.org/10.1177/0192513X06290802

Kopelman, R. E., Greenhaus, J. H., & Connolly, T. F. (1983). A Model of Work, Family, and Interrole Conflict: A Construct Validation Study. *Organizational Behavior and Human Performance, 32*, 198-215. https://doi.org/10.1016/0030-5073(83)90147-2

Korelitz, K. E., & Garber, J. (2016). Congruence of Parents' and Children's Perceptions of Parenting: A Meta-Analysis. *Journal of youth and adolescence*, *45*(10), 1973–1995. https://doi.org/10.1007/s10964-016-0524-0

Kossek, E. E., & Ozeki, C. (1998). Work–family conflict, policies, and the job-life satisfaction relationship: A review and directions for organizational behavior-human resources research. *Journal of Applied Psychology, 83*(2), 139–149. https://doi.org/10.1037/0021-9010.83.2.139

Kossek, E. E., Pichler, S., Bodner, T., & Hammer, L. B. (2011). Workplace social support and work–family conflict: A meta-analysis clarifying the influence of general and work–family-specific supervisor and organizational support. *Personnel psychology*, *64*(2), 289-313.

Kouros, C. D., Papp, L. M., Goeke-Morey, M. C., & Cummings, E. M. (2014). Spillover between marital quality and parent-child relationship quality: parental depressive symptoms as moderators. *Journal of family psychology : JFP : journal of the Division of Family Psychology of the American Psychological Association (Division 43)*, *28*(3), 315–325.

Koyuncu, M., Burke, R., J. & Fiksenbaum, L. (2009). Work-Family Conflict Among Turkish Managers: Potential Antecedents And Consequences. *The Journal of Industrial Relations and Human Resources, 11*(1), 1-16.

Kramer, A., & Kramer, K. Z. (2021). Putting the family back into work and family research. *Journal of Vocational Behavior, 126,* Article 103564. https://doi.org/10.1016/j.jvb.2021.103564

Krishnakumar, A., & Buehler, C. (2000). Interparental conflict and parenting behaviors: A meta-analytic review. *Family relations*, *49(1), 25–44.*

Kuśnierz, C., Rogowska, A. M., Chilicka, K., Pavlova, I., & Ochnik, D. (2022). Associations of Work-Family Conflict with Family-Specific, Work-Specific, and Well-Being-Related Variables in a Sample of Polish and Ukrainian Adults during the Second Wave of the COVID-19 Pandemic: A Cross-Sectional Study. *International journal of environmental research and public health*, *19*(17), 10954. https://doi.org/10.3390/ijerph191710954

Lam, J. & O'Flaherty, M. & Baxter, J. (2018). Dynamics of Parental Work Hours, Job Security, and Child Behavioural Problems in Australian Dual-Earner Families, *Child Indicators Research, 11*(5),1477-1493.

Lau, Y.K. (2010). The Impact of Fathers' Work and Family Conflicts on Children's Self-Esteem: The Hong Kong Case. *Soc Indic Res 95*, 363–376.

Leach, L. S., Dinh, H., Cooklin, A., Nicholson, J. M., & Strazdins, L. (2021). Australian parents' work-family conflict: accumulated effects on children's family environment and mental health. *Social psychiatry and psychiatric epidemiology*, *56*(4), 571–581. https://doi.org/10.1007/s00127-020-01944-3

Lee, M., Vernon-Feagans, L., Vazquez, A., & Kolak, A. (2003). The Influence of Family Environment and Child Temperament on Work/Family Role Strain for Mothers and Fathers. *Infant and Child Development, 12*(5), 421- 439.

Leiter, M. P., & Durup, M. J. (1996). Work, home, and in-between: A longitudinal study of spillover. *Journal of Applied Behavioral Science, 32*(1), 29–47. https://doi.org/10.1177/0021886396321002

Li, X., Cao, H., Curran, M. A., Fang, X., & Zhou, N. (2020). Traditional gender ideology, work family conflict, and marital quality among Chinese dual-earner couples: A moderated mediation model. *Sex Roles: A Journal of Research, 83*(9-10), 622–635. https://doi.org/10.1007/s11199-020-01125-1

Liao, E. Y., Lau, V. P., Hui, R. T.-y., & Kong, K. H. (2019). A resource-based perspective on work–family conflict: Meta-analytical findings. *The Career Development International, 24*(1), 37–73. https://doi.org/10.1108/CDI-12-2017-0236

Liddell, B. J., & Williams, E. N. (2019). Cultural differences in interpersonal emotion regulation. *Frontiers in Psychology, 10,* Article 999. https://doi.org/10.3389/fpsyg.2019.00999

Lim, Y. (2024). Parents' work-family conflict and children's behavioral problems: Mediating roles of parental warmth and children's executive function difficulties. *Current Psychology, 43*(8), 7217–7234.

Lovibond, S. H., & Lovibond, P. F. (1995). Depression Anxiety Stress Scales (DASS-21, DASS-42) [Database record]. APA PsycTests.

Madsen, S. R., Hammond, S. C. (2005). The complexification of work-family conflict theory: A critical analysis. *Tamara: Journal for Critical Organization Inquiry, 4*(2), 151-179.

Makela, L., Lamsa, A. M., Heikkinen, S., & Tanskanen, J. (2017). Work-to-personal-life conflict among dual and single-career expatriates: Is it different for men and women? *Journal of Global Mobility, 5*(3), 304–316.

Malinen, Rönkä, Sevón & Schoebi (2017). The difficulty of being a professional, a parent, and a spouse on the same day: Daily spillover of workplace interactions on parenting, and the role of spousal support, *Journal of Prevention & Intervention in the Community, 45*(3), 156-167. https://doi.org/10.1080/10852352.2016.1198121

Marroquín, B. (2011). Interpersonal emotion regulation as a mechanism of social support in depression. Clinical Psychology Review, 31, 1276–1290. https://doi.org/10.1016/j.cpr.2011.09.005.

Matthews, R. A., Bulger, C. A., & Barnes-Farrell, J. L. (2010). Work social supports, role stressors, and work-family conflict: The moderating effect of age. *Journal of Vocational Behavior, 76* (1), 78–90. https://doi.org/10.1016/j.jvb.2009.06.011

Mathieu, M., Eschleman, K. J., & Cheng, D. (2019). Meta-analytic and multiwave comparison of emotional support and instrumental support in the workplace. *Journal of Occupational Health Psychology, 24*(3), 387–409. https://doi.org/10.1037/ocp0000135

Matysiak, A., Mencarini, L., & Vignoli, D. (2016). Work-Family Conflict Moderates the Relationship Between Childbearing and Subjective Well-Being. *European journal of population = Revue europeenne de demographie*, *32*(3), 355–379. https://doi.org/10.1007/s10680-016-9390-4

McElwain, A. K., Korabik, K., & Rosin, H. M. (2005). An examination of gender differences in work-family conflict. *Canadian Journal of Behavioural Science Revue canadienne des sciences du comportement, 37*(4), 283–298.

McNeish, D., An, J., & Hancock, G. R. (2018). The Thorny Relation Between Measurement Quality and Fit Index Cutoffs in Latent Variable Models. *Journal of personality assessment, 100(*1), 43–52.

Mesmer-Magnus, J. R., & Viswesvaran, C. (2005). Convergence between measures of work-to-family and family-to-work conflict: A meta-analytic examination. *Journal of Vocational Behavior, 67*(2), 215–232. https://doi.org/10.1016/j.jvb.2004.05.004

Mickelson, K. D., Claffey, S. T., & Williams, S. L. (2006). The moderating role of gender and gender role attitudes on the link between spousal support and maritalquality. *Sex Roles: A Journal of Research, 55*(1-2), 73–82. https://doi.org/10.1007/s11199-006-9061-8

Minnotte, K. L., Minnotte, M. C., & Bonstrom, J. (2015). Work–family conflicts and marital satisfaction among US workers: Does stress amplification matter? *Journal of Family and Economic Issues, 36*(1), 21–33.

Michel, J. S., Kotrba, L. M., Mitchelson, J. K., Clark, M. A. & Baltes, B. B. (2011). Antecedents of work–family conflict: A meta-analytic review. *J. Organiz. Behav., 32*, 689-725. https://doi.org/10.1002/job.695

Michel, J. S., Mitchelson J. K., Pichler, S. & Cullen, K. L. (2010). Clarifying relationships among work and family social support, stressors, and work–family conflict. *Journal of Vocational Behavior, 76* (1), 91-104. https://doi.org/10.1016/j.jvb.2009.05.007

Muhtadie, L., Zhou, Q., Eisenberg, N., & Wang, Y. (2013). Predicting internalizing problems in Chinese children: The unique and interactive effects of parenting and child temperament. *Development and Psychopathology*, *25*(3), 653-667. https://doi.org/10.1017/S0954579413000084.

Mustillo, S., Li, M., & Wang, W. (2021). Parent work-to-family conflict and child psychological well-being: Moderating role of grandparent coresidence. *Journal of Marriage and Family, 83*(1), 27–39. https://doi.org/10.1111/jomf.12703

Nilsen, W., Skipstein, A., & Demerouti, E. (2016). Adverse trajectories of mental health problems predict subsequent burnout and work-family conflict – a longitudinal study of employed women with children followed over 18 years. *BMC psychiatry*, *16*(1), 384. https://doi.org/10.1186/s12888-016-1110-4

Nishikawa, S., Sundbom, E., & Hagglof, B. (2010). Influence of perceived parental rearing on adolescent self-concept and internalizing and externalizing problems in Japan. *Journal of Child and Family Studies, 19*, 57-66. https://doi.org/10.1007/s10826-009-9281-y

Netemeyer, R. G., Boles, J. S., & McMurrian, R. (1996). Development and Validation of Work-Family Conflict and Family-Work Conflict Scales. *Journal of Applied Psychology,81*, 400-410. http://dx.doi.org/10.1037/0021-9010.81.4.400

Noor, N. M. (1999). Roles and women's well-being: Some preliminary findings from Malaysia. Sex roles, 41(3), 123-145.

Noor, N. M. (2002). The moderating effect of spouse support on the relationship between work variables and women's work-family conflict. *Psychologia: An International Journal of Psychology in the Orient, 45*(1), 12-23.

Nunes, S. A. N., Faraco, A. M. X., Vieira, M. L., & Rubin, K. H. (2013). Externalizing and internalizing problems: Contributions of attachment and parenting practices. *Psychology: Research and Review, 26*(3), 617-625.https://doi.org/10.1590/S01027972201300030022

Ozutku H. & Altindis S. (2013). The Relations between Work Intensity and Work-Family Conflict in Collectivist Culture: Evidence from Turkish Health Care Professionals. *Journal of Health Management*, *15*(3), 361-382. https://doi.org/10.1177/0972063413492049

Page, K. J., Deuling, J. K., Mazzola, J. J., & Rospenda, K. M. (2018). A Fresh Look at Socio-demographics in Work-Family Conflict: A Cluster Analysis Approach. *Occupational health science*, *2*(2), 181–201. https://doi.org/10.1007/s41542-018-0014-8

Perry-Jenkins, M., Repetti, R.L. and Crouter, A.C. (2000), Work and Family in the 1990s. *Journal of Marriage and Family, 62*, 981-998. https://doi.org/10.1111/j.1741-3737.2000.00981.x

Perry-Jenkins, M., & Gerstel, N. (2020). Work and family in the second decade of the 21st century. *Journal of Marriage and Family, 82*(1), 420-453. https://doi.org/10.1111/jomf.12636

Perry-Jenkins, M., Goldberg, A. E., Pierce, C. P., & Sayer, A. G. (2007). Shift work, role overload, and the transition to parenthood. J Marriage Fam, 69(1), 123–138. https://doi.org/10.1111/j.1741-3737.2006.00349.x

Pinquart, M. (2017). Associations of parenting dimensions and styles with internalizing symptoms in children and adolescents: a meta-analysis. *Marriage & Family Review, 53*, 613–640. https://doi.org/10.1080/01494929.2016.1247761

Pittman, J. F., Solheim, C. A., & Blandchard, D. (1996). Stress as a driver of the allocation of household chores. *J. Marriage Fam. 58*, 456–468. https://doi.org/10.2307/353509

Pleck, J. H. (1977). The work–family role system. *Social Problems, 24*, 417–427. http://dx.doi.org/10.2307/800135

Putnick, D. L., Bornstein, M. H., Lansford, J. E., Malone, P. S., Pastorelli, C., Skinner, A. T., Sorbring, E., Tapanya, S., Uribe Tirado, L. M., Zelli, A., Alampay, L. P., Al-Hassan, S. M., Bacchini, D., Bombi, A. S., Chang, L., Deater-Deckard, K., Di Giunta, L., Dodge, K. A., & Oburu, P. (2015). Perceived mother and father acceptance-rejection predict four unique aspects of child adjustment across nine countries. *Journal of child psychology and psychiatry, and allied disciplines*, *56*(8), 923–932. https://doi.org/10.1111/jcpp.12366

Qualtrics. (2021). Qualtrics (Version 2021.1) [Survey platform]. Qualtrics. https://www.qualtrics.com

Quittner, A. L., Glueckauf, R. L., & Jackson, D. N. (1990). Chronic parenting stress: Moderating versus mediating effects of social support. *Journal of Personality and Social Psychology, 59*(6), 1266–1278. https://doi.org/10.1037//0022-3514.59.6.1266

Ragnarsdóttir, B. H., Bjarnadóttir, V. S., Hjálmsdóttir, A., & Víkingsdóttir, A. S. (2025). Work–family conflict: A classed phenomenon? *Acta Sociologica*, 1-22. https://doi.org/10.1177/00016993241311150

Raley, S., & Bianchi, S. (2006). Sons, Daughters, and Family Processes: Does Gender of Children Matter? *Annual Review of Sociology, 32*, 401–421. https://doi.org/10.1146/annurev.soc.32.061604.123106

Reimann, M., Schulz, F., Marx, C. K., & Lükemann, L. (2022). The family side of work– family conflict: A literature review of antecedents and consequences. *Journal of Family Research, Early View*, 1–23.

Renk, K., Roberts, R., Roddenberry, A., Luick, M., Hillhouse, S., Meehan, C., Oliveros, A., & Phares, V. (2003). Mothers, fathers, gender role, and time parents spend with their children. *Sex Roles: A Journal of Research, 48*(7-8), 305– 315. https://doi.org/10.1023/A:1022934412910

Rhoades, K. A. (2008). Children's responses to interparental conflict: A meta-analysis of their associations with child adjustment. *Child Development, 79*(6), 1942–1956. https://doi.org/10.1111/j.1467-8624.2008.01235.x

Roeters, A., Van der Lippe, T., & Kluwer, E. S. (2010). Parental work demands and the frequency of child-related routine and interactive activities. *Journal of Marriage and Family, 71*, 1193–1204.

Rohner, R. P. (2004). The Parental "Acceptance-Rejection Syndrome": Universal Correlates of Perceived Rejection. *American Psychologist, 59*(8), 830–840. https://doi.org/10.1037/0003-066X.59.8.830

Rohner, R. P. (2005). Parental Acceptance-Rejection Questionnaire (PARQ): Test manual. In R. P. Rohner & A. Khaleque (Eds.), *Handbook for the study of parental acceptance and rejection* (4th ed., pp. 43–106). Storrs: Rohner Research Publications.

Rohner, R. P. (2016). Introduction to Interpersonal Acceptance-Rejection Theory (IPAR Theory) and Evidence. *Online Readings in Psychology and Culture, 6*, 4.https://doi.org/10.9707/2307-0919.1055

Rohner, R. P., Khaleque, A., & Cournoyer, D. E. (2010). Introduction to parental acceptance-rejection theory, methods, evidence, and implications. *Journal of Family Theory & Review, 2*(1), 73–87.

Rothenberg, W. A., Lansford, J. E., Bornstein, M. H., Chang, L., Deater-Deckard, K., Di Giunta, L., Dodge, K. A., Malone, P. S., Oburu, P., Pastorelli, C., Skinner, A. T., Sorbring, E., Steinberg, L., Tapanya, S., Uribe Tirado, L. M., Yotanyamaneewong, S., Alampay, L. P., Al-Hassan, S. M., & Bacchini, D. (2020). Effects of parental warmth and behavioral control on adolescent externalizing and internalizing trajectories across cultures. *Journal of Research on Adolescence, 30*(4), 835–855.

Rothenberg, W. A., Bizzego, A., Esposito, G., Lansford, J. E., Al-Hassan, S. M., Bacchini, D., Bornstein, M. H., Chang, L., Deater-Deckard, K., Di Giunta, L., Dodge, K. A., Gurdal, S., Liu, Q., Long, Q., Oburu, P., Pastorelli, C., Skinner, A. T., Sorbring, E., Tapanya, S., Steinberg, L., … Alampay, L. P. (2023). Predicting Adolescent Mental Health Outcomes Across Cultures: A Machine Learning Approach. *Journal of youth and adolescence, 52(*8), 1595–1619. https://doi.org/10.1007/s10964-023-01767-w

Ross, D. B., Gale, J., Wickrama, K. K. A. S., Goetz, J., & Vowels, M. (2019). The Impact of Family Economic Strain on Work-Family Conflict, Marital Support, Marital Quality, and Marital Stability During the Middle Years. *Journal of personal finance*, *18*(2), 9–24.

Rosa, E. M., & Tudge, J. (2013). Urie Bronfenbrenner's theory of human development: Its evolution from ecology to bioecology. *Journal of Family Theory & Review, 5*(3), 243–258. https://doi.org/10.1111/jftr.12022

Ruppanner, L. (2013). Conflict Between Work and Family: An Investigation of Four Policy Measures. *Social Indicators Research, 110*, 327–347. https://doi.org/10.1007/s11205-011-9933-3

Sanders, M. R., Haslam, D. M., Calam, R., Southwell, C., & Stallman, H. M. (2011). Designing effective interventions for working parents: A web-based survey of parents in the UK workforce. Journal of Children's Services, 6(3), 186–200. https://doi.org/10.1108/17466661111176042

Saxbe, D. E., Repetti, R. L., & Nishina, A. (2008). Marital satisfaction, recovery from work, and diurnal cortisol among men and women. *Health Psychology, 27*(1), 15–25. https://doi.org/10.1037/0278-6133.27.1.15

Saxbe, D. E., Repetti, R. L., & Graesch, A. P. (2011). Time spent in housework and leisure: Links with parents' physiological recovery from work. *Journal of Family Psychology, 25*(2), 271–281. https://doi.org/10.1037/a0023048

Schermelleh-Engel, K., Moosbrugger, H., & Müller, H. (2003). Evaluating the fit of structural equation models: Tests of significance and descriptive goodness-of-fit measures. *Methods of Psychological Research Online, 8*(2), 23–74.

Schoppe-Sullivan, S. J., Schermerhorn, A. C., & Cummings, E. M. (2007). Marital conflict and children's adjustment: Evaluation of the parenting process model. *Journal of Marriage and Family, 69*(5), 1118–1134. https://doi.org/10.1111/j.1741- 3737.2007.00436.x

Seidman, G., Shrout, P. E., & Bolger, N. (2006). Why is enacted social support associated with increased distress? Using simulation to test two possible sources of spuriousness. *Personality and Social Psychology Bulletin, 32*, 52-65. https://doi.org/10.1177/014616720527958

Seiger, C. P., & Wiese, B. S. (2009). Social support from work and family domains as an antecedent or moderator of work-family conflicts? *Journal of Vocational Behavior, 75*(1), 26–37. https://doi.org/10.1016/j.jvb.2009.03.001

Schieman, S., Badawy, P. J., A. Milkie, M., & Bierman, A. (2021). Work-life conflict during the COVID-19 pandemic. *Socius, 7*, 1-19. https://doi.org/10.1177/2378023120982856

Schieman, S., & Glavin, P. (2016). The pressure-status nexus and blurred work-family boundaries. *Work and Occupations, 43*(1), 3–37. https://doi.org/10.1177/0730888415596051

Schieman, S., & Young, M. (2011). Economic hardship and family-to-work conflict: The importance of gender and work conditions. *Journal of Family and Economic Issues, 32*(1), 46–61. https://doi.org/10.1007/s10834- 010-9206-3

Schlenker, B. R. (1987). Threats to identity: Self-identification and social stress. In C. R. Snyder & C. E. Ford (Eds.), *Coping with negative life events: Clinical and social psychological perspectives*,273–321.

Schnettler, B., Miranda-Zapata, E., Grunert, K. G., Lobos, G., Lapo, M., & Hueche, C. (2021). Testing the spillover-crossover model between work-life balance and satisfaction in different domains of life in dual-earner households. *Applied Research in Quality of Life, 16*(4), 1475–1501. https://doi.org/10.1007/s11482-020-09828-z

Schulz, M. S., Cowan, P. A., Cowan, C. P., & Brennan, R. T. (2004). Coming home upset: Gender, marital satisfaction, and the daily spillover of workday experience into couple interactions. *Journal of Family Psychology, 18*(1), 250 –263.

Schulz, F., & Reimann, M. (2022). Parents' experiences of work-family conflict: Does it matter if coworkers have children? *JFR - Journal of Family Research, 34(*4), 1056-1071. https://doi.org/10.20377/jfr-780

Selvarajan, T. T., Cloninger, P. A, & Singh, B. (2013). Social support and work–family conflict: A test of an indirect effects model. *Journal of Vocational Behavior, 83*(3), 486–499. https://doi.org/10.1016/j.jvb.2013.07.004

Shockley, K. M., Shen, W., DeNunzio, M. M., Arvan, M. L., & Knudsen, E. A. (2017). Disentangling the relationship between gender and work–family conflict: An integration of theoretical perspectives using meta-analytic methods. *Journal of Applied Psychology, 102*(12), 1601–1635. https://doi.org/10.1037/apl0000246

Silverman, W. K., & Carter, R. (2006). Anxiety disturbance in girls and women. In J. Worell & C. D. Goodheart (Eds.), *Handbook of girls' and women's psychological health*, (pp. 60-68). Oxford University Press. https://doi.org/10.1093/oso/9780195162035.003.0006

Silva, I., & Costa, D. (2023). Consequences of Shift Work and Night Work: A Literature Review. *Healthcare (Basel, Switzerland)*, *11*(10), 1410.

Stacks, A. M. (2005). Using an Ecological Framework for Understanding and Treating Externalizing Behavior in Early Childhood. *Early Childhood Education Journal, 32*(4), 269–278. https://doi.org/10.1007/s10643-004-0754-8

Starrels, M. E. (1994). Husbands' involvement in female gender-typed household chores. *Sex Roles, 31*, 473-493. https://doi.org/10.2105/AJPH.2005.080374

Steiner, R. S., Krings, F., & Wiese, B. S. (2019). Remember the children, honey! Spouses' gender-role attitudes and working mothers' work-to-family conflict. *Applied Psychology: An International Review, 68*(2), 250–275. https://doi.org/10.1111/apps.12160

Strazdins, L., Clements, M. S., Korda, R. J., Broom, D. H. and D'Souza, R. M. (2006). Unsociable Work? Nonstandard Work Schedules, Family Relationships, and Children's Well-Being. *Journal of Marriage and Family, 68*, 394-410. https://doi.org/10.1111/j.1741-3737.2006.00260.x

Strazdins, L., O'Brien, L. V., Lucas, N., & Rodgers, B. (2013). Combining work and family: Rewards or risks for children's mental health? *Social Science & Medicine, 87,* 99–107. https://doi.org/10.1016/j.socscimed.2013.03.030

Steinmetz, H., Frese, M., & Schmidt, P. (2008). A longitudinal panel study on antecedents and outcomes of work-home interference. *Journal of Vocational Behavior,73*(2),231- 241. https://doi.org/10.1016/j.jvb.2008.05.002

Sunar, D., & Fisek, G. (2005). Contemporary Turkish families. In U. Gielen & J. Roopnarine (Eds.), *Families in global perspective* (pp. 169-183). Allyn & Bacon/Pearson, 2005.

Tavassolie, T., Dudding, S., Madigan, A. L., Thorvardarson, E., & Winsler, A. (2016). Differences in perceived parenting style between mothers and fathers: Implications for child outcomes and marital conflict. *Journal of Child and Family Studies, 25*(6), 2055–2068.https://doi.org/10.1007/s10826-016-0376-y

Taylor, S. E., Sherman, D. K., Kim, H. S., Jarcho, J., Takagi, K., & Dunagan, M. S. (2004). Culture and social support: Who seeks it and why? *Journal of Personality and Social Psychology, 87*(3), 354-362. https://doi.org/10.1037/0022-3514.87.3.354

Turkish Statistical Institute. (2024). *Statistics on women, 2024*. Turkish Statistical Institute. https://data.tuik.gov.tr/Bulten/Index?p=Istatistiklerle-Kadin-2024-54076.

Ulu, I. P., & Fisiloglu, H. (2002). The relationship between Turkish children's perceptions of marital conflict and their internalizing and externalizing problems. *International Journal of Psychology, 37*(6), 369–378. https://doi.org/10.1080/00207590244000188

Vahedi, A., Krug, I., Fuller-Tyszkiewicz, M., & Westrupp, E. M. (2018). Longitudinal associations between work-family conflict and enrichment, inter-parental conflict, and child internalizing and externalizing problems. *Social science & medicine (1982)*, *211*,251–260. https://doi.org/10.1016/j.socscimed.2018.06.031

Vahedi, A., Krug, I., & Westrupp, E. M. (2019a). Crossover of parents' work-family conflict to family functioning and child mental health. *Journal of Applied Developmental Psychology, 62*, 38–49. https://doi.org/10.1016/j.appdev.2019.01.001

Vahedi, A., Krug, I., Fuller-Tyszkiewicz, M., & Westrupp, E. M. (2019b). Maternal work–family experiences: Longitudinal influences on child mental health through inter-parental conflict. *Journal of Child and Family Studies*, *28*, 3487-3498. https://doi.org/10.1007/s10826-019-01532-3

Verhoeven, M., Bögels, S. M., & van der Bruggen, C. C. (2012). Unique roles of mothering and fathering in child anxiety; moderation by child's age and gender. *Journal of Child and Family Studies, 21*(2), 331-343.https://doi.org/10.1007/s10826-011-9483-y

Vieira, J. M., Ávila, M., & Matos, P. M. (2012). Attachment and parenting: The mediating role of work-family balance in Portuguese parents of preschool children. *Family Relations, 61*(1), 31-50. https://doi.org/10.1111/j.1741-3729.2011.00680.x

Vieira, J. M., Matias, M., Lopez, F. G., & Matos, P. M. (2016). Relationships between work-family dynamics and parenting experiences: a dyadic analysis of dual-earner couples. *Work & Stress, 30*(3), 243–261. https://doi.org/10.1080/02678373.2016.1211772

Voydanoff, P. (2002). Linkages between the work-family interface and work, family, and individual outcomes. *Journal of Family Issues, 23*(1), 138–164. https://doi.org/10.1177/0192513X02023001007

Voydanoff, P. **(**2008). *A conceptual model of the work-family interface*. In K. Korabik, D. S. Lero, & D. L. Whitehead (Eds.), *Handbook of work-family integration: Research, theory, and best practices*, (pp. 37–55). Academic Press.

van Daalen, G., Willemsen, T. M., & Sanders, K. (2006). Reducing work-family conflict through different sources of social support. *Journal of Vocational Behavior, 69*(3), 462–476. https://doi.org/10.1016/j.jvb.2006.07.005

van Daalen, G., Sanders, K., & Willemsen, T. M. (2005). Sources of social support as predictors of health, psychological well-being and life satisfaction among Dutch male and female dual earners. *Women & health, 41*(2), 43-62. https://doi.org/10.1300/J013v41n02_04

Westman, M. & Etzion, D.l. (2005), The Crossover of Work-Family Conflict From One Spouse to the Other. *Journal of Applied Social Psychology, 35* (9), 1936-1957. https://doi.org/10.1111/j.1559-1816.2005.tb02203.x

Westfall, P. & Henning, K.S.S. (2013). *Understanding Advanced Statistical Methods*. CRC Press.

Wang M., Fan C., Zhou Z. & , Chen W. (2014). Parental Conflict Affects Adolescents' Depression and Social Anxiety: Based on Cognitive-contextual and Emotional Security Theories. *Acta Psychologica Sinica, 46* (1), 90-100. https://doi.org/10.3724/SP.J.1041.2014.00090

Wang, C., Cheong, Y., Zhu, Q., Havewala, M., & Ye, Y. (2022). Parent work–life conflict and adolescent adjustment during COVID-19: Mental health and parenting as mediators. *Journal of Family Psychology, 36*(3), 325–336. https://doi.org/10.1037/fam0000948

Wang Y., Shi D., Liu G., Zhang M. & Zheng X. (2023). Can work-to-family conflict lead to preschool children's social behavior problems? —The chain mediating roles of guilt about parenting and parent-child relationships. *Frontiers in Psychology, 14*, 1195994.

Weiss, H. M., & Cropanzano, R. (1996). Affective Events Theory: A theoretical discussion of the structure, causes and consequences of affective experiences at work. In B. M. Staw & L. L. Cummings (Eds.), *Research in organizational behavior: An annual series of analytical essays and critical reviews,* Vol. 18, pp. (1–74). Elsevier Science/JAI Press.

Westrupp, E. M., Strazdins, L., Martin, A., Cooklin, A., Zubrick, S. R., & Nicholson, J. M. (2016). Maternal work–family conflict and psychological distress: Reciprocal relationships over 8 years. *Journal of Marriage and Family, 78*(1), 107–126. https://doi.org/10.1111/jomf.12262

Wharton, A. S., & Blair-Loy, M. (2006). Long Work Hours and Family Life: A Cross-National Study of Employees' Concerns. *Journal of Family Issues*, *27*(3), 415-436. https://doi.org/10.1177/0192513X05282985

World Economic Forum. (2021). *Global gender gap report 2021* (Insight Report). World Economic Forum. https://www.weforum.org/reports/global-gender-gap-report-2021

Xiao, B., Bullock, A., Liu, J., & Coplan, R. J. (2022). The longitudinal links between marital conflict and Chinese children's internalizing problems in mainland China: Mediating role of maternal parenting styles. *Family process*, *61*(4), 1749–1766.

Xu, S., Wang, Y., Mu, R., Jin, J., & Gao, F. (2018). The effects of work–family interface on domain-specific satisfaction and well-being across nations: the moderating effects of individualistic culture and economic development. *PsyCh journal*, *7*(4), 248-267. https://doi.org/10.1002/pchj.226

Yang, S. & Oh, E. (2024). Analysis of Children's Development Pathways based on Bronfenbrenner's Ecological Systems Theory. International *Journal of Education and Humanities, 16*(3), 250-258. https://doi.org/10.54097/vaap3p97

Yildirim, D., & Aycan, Z. (2008). Nurses' work demands and work–family conflict: A questionnaire survey. *International journal of nursing studies, 45*(9), 1366-1378. https://doi.org/10.1016/j.ijnurstu.2007.10.010

Yılmaz, Ö., Boz, H., & Arslan, A. (2017). Depresyon Anksiyete Stres Ölçeğinin (DASS 21). Türkçe kısa formunun geçerlilik-güvenilirlik çalişması. *Finans Ekonomi ve Sosyal Araştırmalar Dergisi, 2*(2), 78-91.

Yoo, J. **(**2021). Gender role ideology, work–family conflict, family–work conflict, and marital satisfaction among Korean dual-earner couples. *Journal of Family Issues, 43*(6), 1520–1535. https://doi.org/10.1177/0192513X211026966

Yu, J., & Leka, S. (2022). The effect of worktime control on overtime employees' mental health and work-family conflict: The mediating role of voluntary overtime. *International journal of environmental research and public health, 19*(7), 37-67. https://doi.org/10.3390/ijerph19073767

Yucel, D., & Latshaw, B. A. (2021). How Do Mothers' and Fathers' Work–Family Conflict Impact Children's Problem Behaviors? *Journal of Family Issues*, *42*(3), 571-598. https://doi.org/10.1177/0192513X20926209

Yucel, D., & Borgmann, L. S. (2022). Work–family conflict and depressive symptoms among dual-earner couples in Germany: A dyadic and longitudinal analysis. *Social Science Research, 104*, 102684. https://doi.org/10.1016/j.ssresearch.2021.102684

Zedeck, S., & Mosier, K. L. (1990). Work in the family and employing organization. *American Psychologist, 45*(2), 240-251. https://doi.org/10.1037/0003-066X.45.2.240

Zhang, M., Griffeth, R. W., & Fried, D. D. (2012). Work-family conflict and individual consequences. *Journal of Managerial Psychology*, *27*(7), 696-713. https://doi.org/10.1108/02683941211259520

Zhou, X., & Taylor, Z. E. (2022). Differentiating the impact of family and friend social support for single mothers on parenting and internalizing symptoms. *Journal of Affective Disorders Reports, 8*, 100319. https://doi.org/10.1016/j.jadr.2022.100319

Zimet, G. D., Dahlem, N. W., Zimet, S. G., & Farley, G. K. (1988). The Multidimensional Scale of Perceived Social Support. *Journal of Personality Assessment, 52*(1), 30–41. https://doi.org/10.1207/s15327752jpa5201_2

APPENDICES

A. APPROVAL OF THE METU HUMAN SUBJECTS ETHICS COMMITTEE

UYGULAMALI ETİK ARAŞTIRMA MERKEZİ
APPLIED ETHICS RESEARCH CENTER

ORTA DOĞU TEKNİK ÜNİVERSİTESİ
MIDDLE EAST TECHNICAL UNIVERSITY

DUMLUPINAR BULVARI 06800
ÇANKAYA ANKARA/TURKEY
T: +90 312 210 22 91
F: +90 312 210 79 59
ueam@metu.edu.tr
www.ueam.metu.edu.tr

Sayı: 28620816 /

09 ARALIK 2021

Konu : Değerlendirme Sonucu

Gönderen: ODTÜ İnsan Araştırmaları Etik Kurulu (İAEK)

İlgi : İnsan Araştırmaları Etik Kurulu Başvurusu

Sayın Prof.Dr. Sibel KAZAK BERUMENT ve Dr.Öğr.Üyesi Başak Şahin ACAR

"Ebeveynlik Tutumlarının ve Ebeveyn-Çocuk İletişim Özelliklerinin Çocuk ve Ergen Gelişimine Etkisi" başlıklı araştırmanız İnsan Araştırmaları Etik Kurulu tarafından uygun görülmüş ve **498-ODTU-2021** protokol numarası ile onaylanmıştır.

Saygılarımızla bilgilerinize sunarız.

Prof.Dr. Mine MİSIRLISOY
İAEK Başkan

B. APPROVAL OF MINISTRY OF EDUCATION

T.C.
MİLLÎ EĞİTİM BAKANLIĞI
Strateji Geliştirme Başkanlığı

Sayı : E-49614598-605.01-36250976 04.11.2021
Konu : Araştırma Uygulama İzni

DAĞITIM YERLERİNE

İlgi: a) Orta Doğu Teknik Üniversitesi Rektörlüğünün 04/08/2021 tarihli ve 48502539-604.01.03-E.8 sayılı yazısı.
b) Millî Eğitim Bakanlığının 21/01/2020 tarihli ve 2020/2 Nolu Araştırma Uygulama İzinleri Genelgesi.

İlgi (a) yazı ile Orta Doğu Teknik Üniversitesi, Fen Edebiyat Fakültesi, Psikoloji Bölümü Öğretim Üyelerinden Prof.Dr. Sibel Kazak BERUMENT'in "Ebeveynlik Tutumlarının ve Ebeveyn-Çocuk İletişim Özelliklerinin Çocuk ve Ergen Gelişimine Etkisi" konulu araştırmasına veri sağlamak amacıyla daha önce 13/09/2019 tarihinde alınmış anket çalışması onay izin süresinin 2021-2022 eğitim - öğretim dönemini kapsayacak şekilde uzatılması talebine ilişkin ilgi yazı ve ekleri Başkanlığımız tarafından incelenmiştir.

Bakanlığımıza bağlı resmi/özel okul ve kurumlarda öğrenci ve öğrenci velilerinin katılımıyla yapılması planlanan uygulamanın covid-19 tedbirlerine uyulması ve denetimi il/ilçe millî eğitim müdürlükleri ve okul/kurum idaresinde olmak üzere, kurum faaliyetlerini aksatmadan, gönüllülük esasına göre; onaylı bir örneği Bakanlığımızda muhafaza edilen ve uygulama sırasında da mühürlü ve imzalı örnekten çoğaltılan, veri toplama araçlarının online olarak;

1.ve 2. sınıf öğrencilerine,
https://boun.fra1.qualtrics.com/jfe/form/SV_5h7WoLH4TZlGsaq
3, 4, 5, 6, 7, 8, 9, 10 ve11. sınıf öğrencilerine,
https://boun.fra1.qualtrics.com/jfe/form/SV_af4ujAjf6NTjLQa
annelere,
https://boun.fra1.qualtrics.com/jfe/form/SV_bjUhpI4kMgvrdMG
babalara,
https://boun.fra1.qualtrics.com/jfe/form/SV_2ive4ZiHW9zzOOW

adreslerinden 2021-2022 eğitim - öğretim yılında uygulanmasına ilgi (b) Genelge doğrultusunda izin verilmiştir.

Gereğini bilgilerinize rica ederim.

Mehmet Fatih LEBLEBİCİ
Bakan a.
Başkan

Bu belge güvenli elektronik imza ile imzalanmıştır.
Adres : Atatürk Bulvarı 06648 Kızılay/Ankara
Belge Doğrulama Adresi : https://www.turkiye.gov.tr/meb-ebys
Bilgi için: Ceyla AYGÜN Koordinatör
Telefon No : 0 (312) 413 27 55
Unvan : Öğretmen
E-Posta: sgb_arastirmaizinleri@meb.gov.tr
İnternet Adresi: Faks:3124186401
Kep Adresi : meb@hs01.kep.tr
Bu evrak güvenli elektronik imza ile imzalanmıştır. https://evraksorgu.meb.gov.tr adresinden 0f97-66c4-35d2-a6ff-ff32 kodu ile teyit edilebilir.

T.C.
MİLLÎ EĞİTİM BAKANLIĞI
Strateji Geliştirme Başkanlığı

Sayı : E-49614598-605.01-67219543 30.12.2022
Konu : Araştırma Uygulama İzni

DAĞITIM YERLERİNE

İlgi: a) Bakanlığımızın 21/01/2020 tarihli ve 2020/2 Nolu Araştırma Uygulama İzinleri Genelgesi.
b) Orta Doğu Teknik Üniversitesi Rektörlüğü'nün 22/11/2022 tarihli ve 48502539-010.06.99-E.1889 sayılı yazısı.

İlgi (b) yazı ile Orta Doğu Teknik Üniversitesi, Fen Edebiyat Fakültesi Psikoloji Bölümü Öğretim Üyelerinden Prof.Dr. Sibel Kazak BERUMENT'in "Ebeveynlik Tutumlarının ve Ebeveyn-Çocuk İletişim Özelliklerinin Çocuk ve Ergen Gelişimine Etkisi" konulu araştırmasına veri sağlamak amacıyla daha önce 04/11/2021 tarihinde alınmış anket çalışması onay izin süresinin 2022-2023 Eğitim-Öğretim dönemini kapsayacak şekilde uzatılması talebine ilişkin ilgi yazı ve ekleri Bakanlığımız tarafından incelenmiştir.

Bakanlığımıza bağlı resmi/özel okul ve kurumlarda öğrenci ve öğrenci velilerinin katılımıyla yapılması planlanan uygulamanın denetimi il/ilçe millî eğitim müdürlükleri ve okul/kurum idaresinde olmak üzere, kurum faaliyetlerini aksatmadan, gönüllülük esasına göre; onaylı bir örneği Bakanlığımızda muhafaza edilen ve uygulama sırasında da mühürlü ve imzalı örnekten çoğaltılan, veri toplama araçlarının online olarak;

2 ve 3. Sınıf Ölçekleri (Geçen yıl 1. ve 2. sınıf katılımcılar):
https://boun.fra1.qualtrics.com/jfe/form/SV_djmFAjdvhUpEvvE

4-12. Sınıf Ölçekleri (Geçen yıl 3. sınıftan 11. sınıfa kadar tüm sınıf düzeyleri):
https://boun.fra1.qualtrics.com/jfe/form/SV_exiEjLVgWmt0U3c

Anne Ölçekleri:
https://boun.fra1.qualtrics.com/jfe/form/SV_3jGwzU6UIP4UiIC

Baba Ölçekleri:
https://boun.fra1.qualtrics.com/jfe/form/SV_4VhN83IZaYMveHc

adreslerinden 2022-2023 eğitim ve öğretim yılında uygulanmasına ilgi (a) Genelge doğrultusunda izin verilmiştir.

Gereğini bilgilerinize rica ederim.

Mehmet Fatih LEBLEBİCİ
Bakan a.
Başkan

Bu belge güvenli elektronik imza ile imzalanmıştır.
Adres : MEB Atatürk Bulvarı No:98 Bakanlıklar/ANKARA
Belge Doğrulama Adresi : https://www.turkiye.gov.tr/meb-ebys
Bilgi için:
Telefon No : 0 (312) 413 55 98
Unvan : Şube Müdürü
E-Posta: sgb_arastirmaizinleri@meb.gov.tr
İnternet Adresi: www.meb.gov.tr
Faks:3124186401
Kep Adresi : meb@hs01.kep.tr
Bu evrak güvenli elektronik imza ile imzalanmıştır. https://evraksorgu.meb.gov.tr adresinden 5266-542f-3936-9b23-b9f1 kodu ile teyit edilebilir.

C. MEASURES ACROSS TIME POINTS

Measures	Time 1	Time 2
Demographic Information	**X**	**X**
The Depression Anxiety Stress Scale	**X**	
Early Adolescent Temperament Questionnaire-Revised	**X**	
Highly Sensitive Child Scale	**X**	
Work-Family Conflict Scale	**X**	**X**
The Love and Relationship Inventory	**X**	**X**
The Multidimensional Scale of Perceived Social Support	**X**	**X**
The Child Behavior Checklist		**X**
The Child Parental Acceptance-Rejection Questionnaire		**X**

D. CURRICULUM VITAE

GÖZDE BABAOĞLU

EDUCATION	
2019 – 2025	Ph.D. Candidate, Developmental Psychology, Middle East Technical University (METU), Ankara, Türkiye
2016-2018	M.A., Developmental Psychology, Middle East Technical University, Ankara, Türkiye
2010-2015	B.A., Psychology, İstanbul Şehir University, Istanbul, Türkiye (Full merit scholarship)
WORK EXPERIENCE	
2017-present	Research Assistant- Department of Psychology, Selçuk University, Konya, Türkiye
2015-2017	Research Assistant- KTO Karatay University, Konya, Türkiye
ACHIEVEMENTS & SCHOLARSHIP	
2024	International Scientific Meetings Grant Program from the Scientific and Technological Research Council of Turkey
2019	International Scientific Meetings Grant Program from the Scientific and Technological Research Council of Turkey
2015	Dean's Honor List-Istanbul Şehir University
2010-2015	Istanbul Şehir University-Full Scholarship
RESEACRH EXPERIENCE	
2019-2024	Voluntary Research Assistant Project name: The Effects of Parenting Attitudes and Parent-Child Interaction on Child and Adolescent Developmental Outcomes Supervisor: Prof. Dr. Sibel Kazak Berument Funded by The Scientific and Technological Research Council of Turkey (TÜBİTAK-1003 Project: Project Code 113K-033-034-035)
2019-2021	Voluntary Research Assistant Project name: The effects of Covid-19 on the psycho-social development and academic life of children and youth Supervisor: Prof. Dr. Sibel Kazak Berument

	Funded by The Scientific and Technological Research Council of Turkey (TÜBİTAK: 1001 Project: Project Code 120K385)
2016	Applied Field Work at Kadın Eğitim ve İstihdam Derneği, Çiçek Anaokulu in Ankara, Türkiye Project Name: I Have Control: An Intervention with Kindergarten Students to Develop Self-Regulation Strategies
2014	Clinical Psychology Internship at Necmettin Erbakan Training and Hospital, Department of Psychiatry, in Konya, Türkiye

PRESENTATIONS IN PEER REVIEWED INTERNATIONAL CONFERENCES

Babaoglu, G., Sahin-Acar, B., Dogan, A., Tahiroglu, D. & Kazak Berument, S. (2024). Antecedents of Maternal Work-Family Conflict: A Longitudinal Study in Turkish Representative Sample. Oral presentation presented at 33rd International Congress of Psychology (ICP), Prague, Czech Republic.

Babaoglu, G. & Berument, S. K. (2019). What Are the Predictors of Parenting Behaviors and Child Behavioral Self-Regulation? Work-Family Conflict, Social Supports, or Child Temperament? Oral presentation presented at the 19th European Conference on Developmental Psychology, Athens, Greece.

Babaoglu, G., & Berument, S. K. (2019). Antecedents of Employed Mothers' Work-Family Conflict: The Roles of Social Support and Parenting Daily Hassles. Oral presentation presented at the 16th European Congress of Psychology, Moscow, Russia.

Babaoglu, G., & Berument, S. K. (2019). Mothers' Work-Family Conflict and Child Outcomes: Mediating Role of Parenting. Individual Poster presented at the Biennial Meeting of Society for Research in Child Development (SRCD), Baltimore, Maryland, USA.

İnan, G., (2015). Conscious Parents, Secure Children. Oral presentation presented at Youth Forum, International Society for The Prevention of Child Abuse and Neglect (ISPCAN) European Regional Conference, Bucharest, Romania.

PRESENTATIONS IN PEER REVIEWED NATIONAL CONFERENCES

Babaoglu, G., & Berument, S. K. (2018). Çalışan Annelerin İş–Aile Çatışması'nın Ebeveynlik ve Çocuk Üzerinde Olan Etkileri. Oral presentation presented at the 20th National Congress of Psychology, Ankara, Turkey.

E. TURKISH SUMMARY/TÜRKÇE ÖZET

İşten aileye olan çatışmanın çalışan ebeveynler ve aile üyeleri üzerindeki sonuçlarını daha iyi anlayabilmek için altında yatan sebeplerin araştırılması gerekmektedir. Bu sebeple boylamsal bir projenin parçası olan bu çalışmanın temel amacı, çalışan ebeveynlerin işten aileye olan çatışmasının zaman içerisinde çocukların içe yönelim problemleri üzerindeki etkisini iki devam eden çalışma ile ölçecektir. Birinci çalışma, çalışan ebeveynlerin işten aileye olan çatışmasının demografik, işle ilgili ve iş dışı öncüllerini incelemektir. İşten aileye olan çatışmanın öncüllerini anlamak için ilk olarak teorik arka plan verilecektir, daha sonra kişisel faktörler, işle ilgili olanlar ve iş dışı faktörler onu takip edecektir. Metot bölümünde ise katılımcıların özellikleri detaylı olarak verilecek olup, ölçüm araçları detaylıca açıklanacaktır. Sonuç kısmında ise ön analizler, korelasyon analizleri ve hiyerarşik çoklu regresyon analizlerinin sonuçları her bir basamağa belirli değişkenler girilerek analiz edilecektir. Son olarak tartışma bölümünde ise birinci çalışmanın sonuçları alan yazınındaki bulgularla tartışılacaktır.

İkinci çalışmada ise çalışan ebeveynlerin işten aileye olan çatışması ile çocukların zaman içerisinde yaşadıkları içe yönelim problemleri arasındaki boylamsal ilişki incelenecektir. Bu dolaylı ilişkide ebeveynden algılanan reddedici davranışların aracı rolü ve eşler arası çatışma ile sosyal desteklerin düzenleyici rolü ölçülecektir. Dolayısı ile ikinci çalışmanın giriş kısmında çalışan ebeveynlerin işten aileye olan çatışması ile çocukların zaman içerisinde yaşadıkları içe yönelim problemleri arasındaki dolaylı ilişkiye yönelik önceki çalışmalar, ebeveynden algılanan reddedici davranışlar, eşler arası çatışma ve sosyal destek üzerinden verilecektir. Metot kısmında ikinci çalışmaya katılan katılımcıların özellikleri, yöntem ve ölçüm araçları verilecektir. Sonuç kısmında ise ön analizler, korelasyon analizleri ve durumsal aracılık analizi sonuçları her bir ebeveyn için verilecektir. İkinci çalışmanın sonuçları, tartışma kısmında alan

yazınındaki çalışmaların sonuçlarıyla birlikte tartışılacaktır. Son olarak genel tartışma kısmı ise her iki çalışmanın güçlü yönleri, sınırlılıkları, uygulamadaki çıkarımlar ve önerileri verecektir.

Aile ekonomisindeki değişim ve demografik dönüşümle birlikte İş-Aile Çatışması teorisi 20. Yüzyılın başından ortasına kadar giderek artan bir ilgi görmüştür. İş-Aile Çatışması teorisindeki ilk çalışmalar daha çok rol güçlüğü, roller arası çatışma ve birden fazla rolü aynı anda uygulamanın verdiği zorluklar üzerine araştırılmıştır (Kahn vd., 1964). Çift kariyerli aileler ve bekar annelerin çalışma hayatına girmesiyle ve İş-Aile Çatışmasını ölçmede metodolojinin ilerlemesiyle birlikte iş ve aileye yönelik çalışmalar 20. Yüzyılın ortasından 21. Yüzyıla kadar giderek artmıştır (Bianchi ve Milkie, 2010).

İş ve aile alanlarındaki dengesizlik pek çok faktörle açıklanabilir. Ebeveynin cinsiyeti ve yaşanılan kültür işten aileye olan çatışmayı ve öncüllerini etkileyen bir faktör olarak karşımıza çıkmaktadır (Allen vd., 2020). Çocuklu ya da çocuksuz kadınlar, erkeklere göre daha fazla işten aileye olan çatışma yaşamaktadır. Küçük çocuğu olan kadınlar, çocuğu daha büyük olan kadınlara, çocuksuz kadınlara ve erkeklere göre ise daha çok zamana dayalı çatışma ve gerilime dayalı çatışma yaşamaktadırlar (Schulz ve Reinmann, 2022).

İşten aileye olan çatışma ülkeden ülkeye farklılık göstermektedir. Asya ülkeleri iş ve aile arasındaki çatışmayı kişisel gelişim için bir fırsat olarak görürken Batılı ülkeler ise daha çok benliği tehdit eden bir unsur olarak algılamaktadır (Aycan, 2008). Kültür, işten aileye olan çatışmaya etki ettiği gibi cinsiyet rollerine de etki etmektedir. Cinsiyet eşitçiliği ülkeden ülekye ve kültürden kültüre değişmekle birlikte, pek çok ülkede kadınlar, cinsiyetlerinden dolayı iş ve aile rollerinde ayrımcılığa uğramaktadır (Altintaş ve Sullivan, 2016).

Doğu Avrupa ülkeleri ve Kuzey Avrupa ülkelerinde cinsiyet eşitliği daha yaygınken, Orta Doğu ülkelerinde ise cinsiyet eşitliği daha az görülmektedir (Allen vd., 2020). Türkiye ise cinsiyet eşitliğinde Avrupa'nın gerisinde kalmıştır.

Dünya Ekonomik Forumu Küresel Cinsiyet Eşitsizliği Raporu'nun sonucuna göre Türkiye, yüz elli altı ülke arasında, cinsiyet eşitliğinde yüz otuz üçüncü, kadınların iş hayatına atılmasında ise yüz kırkıncı olarak sıralanmıştır (Dünya Ekonomik Forum, 2021). Her ne kadar çift kariyerli ailelerin artmasıyla birlikte dünyada ev işlerinde ve çocuk bakımında eşitlikçi düşünceler artıyor olsa da Türkiye'de ve pek çok ülkede kadınların kariyer hayatı aile ile ilgili yükümlülüklerinden dolayı erkeklere göre daha olumsuz şekilde etkilenmektedir (Altıntaş ve Sullivan, 2016; Craig, 2006; Ragnarsdóttir vd., 2025; TUIK, 2024).

Toplumun cinsiyete dayalı rollerle ilgili olan görüşleri sadece anneliği değil aynı zamanda babalığı da zorlaştırmaktadır (Belsky ve Pensky, 1988). Toplumda babalar ailenin geçimini sağlayan başlıca kişi olarak görüldüğünde babalar işte aileden daha fazla vakit geçirmeye başlamakta ve iş rolleriyle kendilerini daha çok özdeşleştirmektedir (Schlenker, 1987). Ailenin geçimini sağlayan başlıca kişi olarak görüldüklerinden babalar ailenin geçimini sağlama kaygısından dolayı çok stresli olmaktadırlar (Hill, 2005). Bu bağlamda küçük çocuğu olan babalar, çocuğu daha büyük olan babalara ve çocuksuz erkeklere göre daha çok zamana dayalı çatışma yaşamaktadırlar (Schulz ve Reinmann, 2022). İşten aileye olan çatışma her iki cinsiyette de görüldüğünden (Frone, 2003; Hill vd., 2003), çalışanların iş ve aileyi nasıl dengeledikleri ve hangi faktörlerin dengeyi bozduğu araştırılmaktadır (Ragnarsdóttir vd., 2025; Kopelman vd., 1983; Leiter ve Durup, 1996).

İş-aile çatışması teorisindeki ilk çalışmalar daha çok tek yönlü ilişkiye odaklanmaktadır (Greenhaus ve Beutell, 1985; Carlson vd., 2000). Fakat ilerleyen çalışmalar iş ve ailenin birbirinden farklı alanlar olduğu ve çift yönlü bir ilişkiye sahip olduğunu göstermiştir (Frone vd., 1997; Mesmer-Magnus ve Viswesvaran, 2005). Bu kapsamda işten aileye olan çatışma ve aileden işe olan çatışma olmak üzere iki yön bulunmaktadır (Frone vd., 1992a; Netemeyer vd., 1996). İşten aile olan çatışmayı açıklayan pek çok teori bulunmaktadır. Rol teorisine göre toplumun her rol için belirli bir beklentisi vardır ve bu beklentiler karşılanamadığında psikolojik problemler yaşanabilmektedir (Jackson & Schuler, 1985).

Kıtlık teorisine göre pek çok rolü aynı anda yürütmek kişinin fiziksel, duygusal ve psikolojik kaynaklarını tüketmekte ve bu da roller arası çatışmaya sebep olmaktadır (Goode, 1960). Greenhaus ve Beutel'in (1985) Çatışma kaynakları kuramına göre iş-aile çatışmasının üç boyutta ele alınmaktadır: zamana dayalı çatışma, gerilime dayalı çatışma ve davranışa dayalı çatışma. Zamana dayalı çatışma iş roller aile rollerine ayrılan zamanı engellediğinde ortaya çıkmaktadır. Gerilime dayalı çatışma ise işten kaynaklı gerilimin aile rollerini karşılamayı zorlaştırmasından kaynaklanmaktadır (Elloy ve Smith, 2004). Davranışa dayalı çatışma ise iş rollerinin gerektirdiği davranışın ailedeki davranışsal roller kısıtlaması ile ortaya çıkmaktadır (Kinnunen & Mauno, 1998). Rasyonel Kurama göre (Pleck, 1977) iş ve aile arasındaki çatışma iş veya aileye ne kadar zaman ayırdığında ilişkilidir. Rasyonel kuram cinsiyet roller ile oldukça ilişkilidir. Türkiye İstatistik Kurumu'nun (2024) yayınladığı "Rakamlarla Kadın" başlıklı rapora göre kadılar erkeklerden altı kat daha fazla çocuk bakımı ve evle ilgili sorumluluk almaktadır. Kadınlar ve erkekler işten aileye olan çatışmayı farklı boyutlarda yaşamaktaıdr. Bu kapsamda işten aileye olan çatışmanın öncüllerini araştırmak oldukça önemlidir.

İşten aileye olan çatışmanın demografik faktörler, isle ve işten bağımsız pek çok faktörle ilişkisi bulunmaktadır. Demografik faktörler olarak yaş, eğitim seviyesi, evil olma ve ebeveynlik risk faktörleri olarak karşımıza çıkmaktadır. Yaş ve eğitim seviyesi ile ilgili birbiri ile çelişen bulgular olmakla birlikte, erken yaşlarda (Matthews vd., 2010; Ozutku ve Altindis, 2013) ve düşük eğitim seviyesinde (Kinnunen ve Mauno, 1998) daha fazla işten aileye olan çatışma görülmektedir. Evli ve küçük çocuğu olan çalışan ebeveynler ise bekarlara (Boyar vd., 2008) ve çocuğu olmayan çalışanlara (Netemeyer vd., 1996) göre daha fazla işten aileye olan çatışma yaşamaktadır. Özellikle küçük yaşta çocuğu olan çalışan ebeveynler, daha büyük yaşta çocuğu olanlara göre daha fazla işten aileye olan çatışma yaşadıklarını belirtmişlerdir (Schieman vd., 2021).

İşle ilgili faktörler ise daha çok iş saatleri, düzensiz çalışma program, rol belirsizliği, rol yükü, işteki esneklik gibi kavramlarla oldukça ilişkilidir (Michel vd., 2011).

Özellikle uzun saatler çalışmak ve artan iş yükü, çalışanların işten aileye olan çatışmasını arttırmaktadır (Liao vd, 2019). Bunlara ek olarak çalışma programındaki düzensizlik, özellikle esnek olmayan çalışma saatleri, gece ve değişen mesailerde çalışmanın işten aileye olan çatışma için risk faktörleri olduğu bulunmuştur (Halbesleben, 2009).

İş dışı faktörler ise ebeveynlik görevleri, çocuk sayısı, çocuğun mizaç özellikleri üzerinden incelenebilmektedir. Artan çocuk sayısı (Cooklin vd., 2015b) ve zor mizaçlı çocuğa sahip olmak (Hyde vd., 2004), ebeveynin ev ile ilgili yükünü arttırmakta ve işten aileye olan çatışmaya sebep olmaktadır. Sadece çocuk ile ilgili faktörler değil, aynı zamanda çalışan ebeveynin ruh sağlığı da işten aileye olan çatışma ile oldukça ilişkilidir. Depresyon, anksiyete ve stres semptomlarının artması, isle ilgili yaşanan zorlukları daha stresli olarak algılanmasına sebep olmakta ve çalışan ebeveynin yaşadığı işten aileye olan çatışmasını da arttırmaktadır (Nilsen vd., 2016; Steinmetz vd., 2008). Ruh sağlığı problemlerine ek olarak eşler arası yaşanan çatışma da işten aileye olan çatışmayı arttırmaktadır. Eşler arası çatışma özellikle birlikte geçirilen zamanın kalitesini ve süresini azalttığı için işten aileye olan çatışmayı arttırmaktadır (Bagherzadeh vd., 2016; Britt vd., 2008; Kingston ve Knock, 1987). Son olarak sosyal desteğin varlığı da işten aileye olan çatışmayı azaltan bir faktör olarak gösterilmektedir. Pek çok çalışma özellikle çalışan ebeveynin ailesinden, arkadaşlarından ve partnerinden aldığı sosyal desteğin işten aileye olan çatışmayı azalttığı ya da işten aileye olan çatışmada tampon etkisi olduğu gösterilmiştir (Aycan ve Eskin, 2005; Carlson ve Perrewé, 1999; Michel vd., 2011; Noor, 1999).

Alan yazınındaki çalışmalar incelendiğinde işten aileye olan çalışmalarda artış olmasına rağmen yapılan pek çok çalışma Batılı ülkelerde yapılmış olup Türkiye'de işten aileye olan çatışmayı her iki ebeveynde de alan-özgül ve alanlar-arası öncüller üzerinden ulusal bazda inceleyen bir çalışma bulunmamaktadır. Türkiye doğu ve batıyı sadece coğrafi olarak değil aynı zamanda kültürel olarak da sentezleyen özgün bir ülkedir (Sunar ve Fisek, 2005). İşten aileye olan çatışmanın öncülleri kültüre, cinsiyete, iş ve iş dışı faktörlere göre değiştiğinden bu öncülleri Türk ailelerde araştırmak oldukça önemlidir.

Bu kapsamda,

H1: Yaş, eğitim seviyesi, çocuğun işleme derinliği mizaç özelliği, algılanan sosyo-ekonomik düzey ve aileden, arkadaştan ve önemli birinden algılan sosyal destek düzeyi çalışan ebeveynlerin işten aileye olan çatışması ile negatif yönde ilişkilidir.

H2: Çocuk sayısı, çocuğun aşırı tepkisellik ve olumsuz duygulanım mizaç özelliği, gece ve vardiyalı çalışma, depresyon, anksiyete ve stres semptomu, eşler arası çatışma ile çalışan ebeveynlerin işten aileye olan çatışması ile pozitif yönde ilişkilidir.

Bu çalışma, ulusal bazda yapılan bir projenin parçası olmakla birlikte bu çalışmanın örneklemi çalışan ve evli olan katılımcılardan oluşmaktadır. Çalışan ebeveynler çift değil, bağımsız bireylerdir. Toplamda bin dört yüz on dört anne ve yedi yüz yirmi dokuz baba çalışmaya katılmıştır.

Bu çalışmaya katılan katılımcılardan yaş, eğitim düzeyi, medeni hal, algılanan sosyo-ekonomik düzey, çocuk sayısı gibi bilgileri öğrenmek için demografik bilgi formunu doldurmaları istenmiştir. Demografik bilgi formu katılımcıların çalışma düzenini de (ör., gece, gündüz, vardiyalı çalışma) içermektedir. Ayrıca, evlilik çatışmasını ölçmek için Çatışması ölçeği çatışma alt boyutu (Braiker ve Kelley, 1979) kullanılmıştır. Bu ölçeğin Cronbach alfa değeri çalışan anneler için .66, çalışan babalar için ise.68 olarak bulunmuştur. Katılımcıların depresyon, anksiyete ve stres düzeyini ölçmek için Depresyon, Anksiyete ve Stres ölçeği (Lovibond ve Lovibond, 1995; Yılmaz vd., 2017) kullanılmıştır. Bu örneklemde ölçeğin Cronbach alfa değeri çalışan anneler için sırasıyla .85, .82, ve .84; çalışan babalar için ise sırasıyla .82, .83, ve .83 olarak bulunmuştur. Katılımcıların ailelerinden, arkadaşlarından ve önemli birinden algıladığı sosyal desteği ölçmek için Algılanan Çok Boyutlu Sosyal Destek ölçeği (Eker & Arkar, 1995; Zimet vd., 1988) kullanılmıştır. Bu ölçekte Cronbach alfa değeri çalışan anneler için sırasıyla .88, .90, ve .94, çalışan babalar için ise sırasıyla .89, .91, ve .93 olarak bulunmuştur. Çalışan ebeveynlerin algıladıkları işten aileye olan çatışmayı ölçmek için ise İş-Aile Çatışması ölçeğinin işten aileye olan çatışma alt boyutu (Apaydın, 2004; Netemeyer vd., 1996) kullanılmıştır.

Bu ölçekte Cronbach alfa değeri hem anneler hem de babalar için .90 olarak bulunmuştur. Son olarak çocukların mizaç özellikleri Erken Ergenlik Dönemi Mizaç Envanterinin olumsuz duygulanım alt boyutu (Demirpence & Putnam, 2020; Ellis ve Rothbart, 2001) ve Hassasiyeti Yüksek Çocuk ölçeğinin işleme derinliği ve aşırı tepkisellik alt boyutları (Aron, 2002) kullanılarak ölçülmüştür. Erken Ergenlik Dönemi Mizaç Envanterinin Cronbach alfa değeri .88 olarak bulunurken Hassasiyeti Yüksek Çocuk ölçeğinin işleme derinliği için Cronbach alfa .83 ve aşırı tepkisellik alt boyutu için ise .65 bulunmuştur.

Bu çalışma, ulusal bazda ve boylamsal olarak yürütülen "Ebeveynlerin ve Ebeveyn-Çocuk İletişim Özelliklerinin Çocuk ve Ergenlerin Gelişimleri Üzerinde Olan Etkisi" projesinin bir parçasıdır. Bu proje Türkiye Bilimsel ve Teknolojik Araştırma Kurumu (TÜBİTAK) tarafından desteklenmiştir. Boylamsal projenin verileri Aralık 2021 ile Haziran 2023 arasında toplanmıştır. Bu çalışmanın verileri ise Aralık 2021 ile Haziran 2022 arasındaki birinci zaman verilerine dayanmaktadır. Milli Eğitim Bakanlığı'ndan alınan idari izin ve Orta Doğu teknik Üniversitesi Uygulamalı Etik Araştırma Merkezi'nden alınan etik izin alındıktan sonra projenin verileri toplanmaya başlanmıştır. Türkiye İstatistik Kurumu (TÜİK), çalışmanın örneklemini belirlemiştir. Tüm Türkiye'yi temsil etmek adına olasılıklı-büyüklüğe orantılı örnekleme (PPS) yöntemi TÜİK tarafından uygulanmış olup 63 ilde 180 okul (60 ilkokul, 60 ortaokul ve 60 lise) rastgele seçilmiştir. Alanda eğitim gören lisansüstü öğrenciler ve saha çalışanları tarafından okullara ziyaret yapılmış ve her okulda her sınıf düzeyinden birer sınıf rastgele seçilmiştir. Hedeflenen katılımcı sayısına ulaşılamayan okullarda ek sınıflar da rastgele seçilmiştir. Okul yönetimi ve öğretmenler aracılığı ile katılımcılara ulaşılmıştır. Katılımcılardan onam formları alındıktan sonra ölçekler Qualtrics üzerinden online olarak toplanmıştır (Qualtrics, 2021).

Verileri gözden geçirme, ön analizler, korelasyon analizleri ve hiyerarşik çoklu regresyon analizleri IBM SPSS Versiyon 29 kullanılarak analiz edilmiştir. Çalışmaya bin dört yüz elli bir çalışan anne ve yedi yüz on bir çalışan baba katılmış olup eksik veri bulunmadığından eksik veri analizi yapılmamıştır. Normal dağılım değerli basıklık ve çarpıklık değerleri üzerinden değerlendirilmiş olup (Westfall & Henning,

2013) normal dağılım göstermiştir. Uç değerler incelendiğinde bu değerlerin verinin dağılımın bir parçası olduğu düşünülmüş olup analize dahil edilmiştir.

Demografik değişkenler ve işten aileye olan çatışma sonuçlarına bakıldığında yaş, eşler arası çatışma, depresyon ve arkadaştan gelen sosyal destek çalışan anne ve babalar için işten aileye olan çatışmanın ortak öncülleri olarak bulunmuştur. Yaş işten aileye olan çatışma ile anneler için pozitif yönde ilişkiliyken babalar için negatif yönde ilişkilidir. Yaşın ve eğitim düzeyinin işten aileye olan çatışması ile ilgili literatürde farklı bulgular vardır. Özutku ve Altındiş (2013), Türk örnekleminde genç ebeveynlerin daha fazla işten aileye olan çatışma yaşadığını bulmuş olup genç yaştaki ebeveynler özellikle çocuk bakımında zorluk yaşadıkları için daha fazla işten aileye olan çatışma yaşamaktadırlar (Hill vd., 2014). Anneler için ise ilişki daha farklıdır. Page ve arkadaşlarını yaptığı çalışmada (2018), işten aileye olan çatışma orta yetişkinlik dönemine doğru artmakta ve sonrasında ise düşmeye başlamaktadır. Ayrıca Koyuncu ve arkadaşlarının çalışmasında (2009), yaşı büyük olan çalışanlar daha fazla işten aileye olan çatışma yaşadığı bulunmuştur. Kaynakların korunumu teorisine göre (Hobfoll, 2002) yaş arttıkça çalışanların işte sahip olduğu kıdem artmakta, dolayısı ile sahip olduğu makamı kaybetme korkusu işten aileye olan çatışmanın yaşanmasını arttırmaktadır.

Eğitim seviyesi için ise durum farklıdır. Annenin eğitim seviyesi arttıkça işten aileye olan çalışması artmakla birlikte babalar için bu ilişki anlamlı değildir. Bu çalışmanın örneklemi, ulusal bazda boylamsal bir çalışmanın parçası olmakla birlikte çalışan annelerin yaklaşık yüzde kırk altısı üniversite ve üzeri eğitim görmüş olup çalışan babalar için ise bu oran yaklaşık yüzde yirmi dokuzdur. Fakat çalışan ve çalışmayan anne babaların tüm örneklem düzeyindeki eğitim oranına bakıldığında ise yüzde yirmi anne üniversite düzeyi ve üzerinde eğitim görmüştür. Dolayısı ile bu örneklemde annelerin eğitim oranı babalardan yüksektir. Alan yazınındaki çalışmalara bakıldığında ise eğitim düzeyi ile işten aileye olan çatışma ile ilgili pek çok bulgu vardır. Kadınlar için ise kıdem daha çok eğitim seviyesi ile ilişkilidir (Carnicer vd., 2004). Fakat erkekler için durum farklı olabilir. Özellikle düşük gelirli veya mavi

yakalı işlerde çalışan erkeklerde eğitim düzeyinden daha çok işte çalışılan yıl onların mevkilerini belirlemiş olabilir. Düşük gelirli ya da mavi yakalı çalışanlar işten aileye olan çatışma literatüründe beyaz yakalı çalışanlara göre daha az temsil edilmiş olduğundan (Grandey vd., 2007) bu konu ile ilgili literatürde yeterli çalışma bulunmamaktadır.

Çocuk sayısına bakıldığında annelerin işten aileye olan çatışması ile çocuk sayısı pozitif yönde ilişkili iken babalar için anlamlı bir sonuç bulunamamıştır. Özellikle geleneksel cinsiyet rollerinden dolayı çocuk bakımı ve ev işleri kadınlara atfedildiği için (Eagle vd., 1997; TÜİK, 2024), çocuk sayısının artması ev yükünü arttırdığından kadınlar daha fazla işten aileye olan çatışma yaşıyor olabilir. Benzer durum zor mizaçlı çocuklar için de geçerlidir. Çocukların olumsuz duygulanım mizaç özelliği arttıkça annelerin işten aileye olan çatışması artmıştır fakat bu sonuç babalarda anlamlı bir ilişkiye sahip değildir. Özellikle zor mizaçlı çocuğa sahip olan anneler daha fazla negatif duygulanım yaşamakta (ör. depresyon) ve sonuç olarak artan ruh sağlığı semptomları ise işten aileye olan çatışmayı da arttırabilmektedir (Cao vd., 2023; Hyde vd., 2004).

İş ile ilgili faktörler ile ebeveynlerin işten aileye olan çatışması arasındaki ilişkiye bakıldığında, sadece annelerin gece çalışması ve vardiyalı çalışması ile işten aileye olan çatışmasının pozitif yönde, algılanan sosyo-ekomomik düzeyin yüksekliği ile işten aileye olan çatışmanın ise negatif yönde ilişkili olduğu bulunmuştur. Babaların işten aileye olan çatışması ile hiçbir isle ilgili olan değişken arasında anlamlı bir ilişki bulunamamıştır. Geleneksel cinsiyet rollerinden dolayı evin geçimini sağlama görevi babalara atfedilmiş olduğundan (Hill, 2005) babalar sosyo-ekonomik düzey ve çalışma düzeninden bağımsız olarak işten aileye olan çatışmayı yaşıyor olabilirler. Kadınlar ise çalışma düzenindeki sıkıntılardan erkeklere göre daha fazla etkilenmektedir. Özellikle kadınlarda çalışma düzeni ev rutinlerine etki etmeye başladığında işten aileye olan çatışma daha fazla yaşanmaktadır (Schulz ve Reinmann, 2022).

İşten aileye olan çatışma ile ruh sağlığı değişkenleri arasındaki ilişkiye bakıldığında çalışan anne ve babaların depresyon düzeyi ile işten aileye olan çatışma anlamlı ve

pozitif yönde ilişkili olup anksiyete ve stres semptomları arasında anlamlı bir ilişki bulunamamıştır. Yapılan çalışmalara bakıldığında Kaynakların Korunumu teorisine göre (Hobfoll, 2002) kişilerin psikolojik iyi oluşları işten aileye olan çatışma için koruyucudur. Duygusal olaylar kuramına göre (Weiss ve Cropanzano, 1996) psikolojik rahatsızlıklar (ör. depresyon, anksiyete ve stres semptomları) çalışanların sağlıklı kararlar almasını zorlaştırmakta ve işten aileye olan çatışmayı arttırabilmektedir. Depresyon kaygı ve strese kıyasla kişinin psikolojik kaynaklarını daha hızlı tüketmektedir (Yücel ve Borgmann, 2022), bu sebeple depresyonun var olduğu durumda anksiyete ve stres anlamını kaybetmiş olabilir.

İşten aileye olan çatışma ile eşler arası çatışma arasındaki ilişkiye bakıldığında çalışan anne ve babaların işten aileye olan çatışması ile anlamlı ve pozitif yönde ilişkilidir. Artan iş yükü ile çalışan ebeveynler aileyle daha az vakit geçirebilmekte ve eşlerine yeteri kadar vakit ayıramayabilirler (Berger ve Kellner,1964; Reimann vd., 2022). Ayrıca cinsiyet rollerindeki eşitsizlikten dolayı eşler arasındaki çatışma artabilmekte (Cerrato ve Cifre, 2018), bu da işten aileye olan çatışmayı arttırmaktadır.

İşten aileye olan çatışma ile algılanan sosyal destek arasındaki ilişkiye bakıldığında çalışan anne ve babaların işten aileye olan çatışması ile aileden ve arkadaştan gelen destek anlamlı ve negatif yönde ilişkiliyken çalışan annelerin eşlerinden algıladıkları sosyal destek işten aileye olan çatışma ile pozitif yönde ilişkilidir. Pek çok çalışma, sosyal desteğin her türünün işten aileye olan çatışmayı azalttığını göstermiştir (Michel vd., 2011). Fakat annelerin eşlerinden algıladıkları sosyal destek onların işten aileye olan çatışmasını arttırmıştır. Bu durum geleneksel cinsiyet roller ile ilişkili olabilir (Aycan, 2008). Çalışan kadınlar, eşlerinin verdiği sosyal destek beklenen ya da ihtiyaç duyulan destek türü olmadığında (Bavik vd., 2020) ya da ev içi görev dağılımının adil olmadığını düşündüğünde (Blain, 1994) ve bu konudaki beklentileri karşılanmadığında işten aileye olan çatışmayı daha fazla yaşamaktadır (Huffman vd., 2017).

İkinci çalışmanın literatürüne göre, İş-Aile Çatışması, iş ve aile ile ilgili sorumlulukların birbirine müdahale etmesine sebep olan roller arası bir çatışma

türüdür (Kahn, 1964). İş-Aile Çatılması, iş ve aile bölümleri arasındaki sınırların geçirgenliği ve iş ve aile hayatlarındaki roller aynı anda gerçekleştirmenin zorluğu ile ortaya çıkmaktadır (Kahn vd., 1964; Frone vd., 1997). İş-Aile Çatışmasının ortaya çıkmasındaki mantık, iş ve aile hayatlarındaki zamana dayalı, gerilime dayalı ve davranışa dayalı roller arası uyumsuzluğa dayanır (Kelloway vd., 1999).

Gelişim psikolojisi daha çok işten aileye olan çatışmaya odaklanmaktadır (Leiter & Durup, 1996). İşten aileye olan çatışma, sadece çalışanın kendisi üzerine değil aynı zamanda aile üyeleri üzerine de etkisi bulunmaktadır (Cho & Allen, 2012; Hart & Kelly, 2006). Bu kapsamda bu çalışmanın temel amacı, ebeveynlerin işten aileye olan çatışması ve çocukların ieç yönelim problemleri arasında algılanan ebeveyn reddinin aracı rolü ve işler arası çatışma ile sosyal desteklerin düzenleyici rollerini araştırmaktır. Bu kapsamda, işten aileye olan çatışmanın çocuk üzerinde olan etkisine yönelik teorik arka plan tartışılacaktır.

İşten aileye olan çatışması ile çocuklar üzerindeki etkisi arasındaki doğrudan ya da dolaylı ilişki, Taşma teorisi (Spillover) ve Geçiş teorisi (Crossover) ile açıklanmaktadır (Bolger et al., 1989). Taşma teorisi daha çok işten aileye olan çatışmanın ebeveynlik rolü ya da eş roller gibi birey-içi aktarıma odaklanırken (Colombo & Ghislieri, 2008; Zedeck & Mosier, 1990), Geçiş teorisi ise işten aileye olan çatışmanın çocuk ruh sağlığı üzerindeki etkisi gibi bireyler arası aktarımına odaklanmaktadır (Huffman et al., 2017; Schnettler et al., 2021).

İşten aileye olan çatışması ile çocuklar üzerindeki etkisi arasındaki doğrudan ya da dolaylı ilişkiyi açıklayan bir diğer teori ise Ekolojik Sistemler Kuramıdır (Bronfenbrenner, 1986). Bu Kurama göre, her bir birey birden fazla ekosistemin içine gömülüdür. Her bir systemin çocuklar üzerinde, doğrudan, dolaylı ya da kümülatif etkiye sahiptir (Vieira vd., 2016). Aile ortamı mikrosistemi temsil etmektedir (Voydanoff, 2002, 2008). Bu sistemde, ebeveynlerin davranışları ya da ebeveynler arası çatışma çocuklarda içe yönelim davranış problemleri gelişiminde önemli roller oynamaktadır (Stacks, 2005). Ebeveyninin iş ekzosistemi ile aile mikrosistemi arasındaki ilişki ise iş-aile mezosistemini oluşturur (Hill, 2005).

Ebeveynini iş hayatı, ekzosistemin bir parçası olarak tanımlanabilir. Ekzosistem ise çocukların ruhsağlığına bu sistemin aktif katılımcısı olmasalar dolaylı yoldan etki etmektedir. Taşma teorisi (Spillover) ve Geçiş teorisi (Crossover) ile paralel olarak (Zedeck ve Mosier, 1990), İş talepleri ile aile sorumlulukları arasındaki uyumsuzluktan kaynaklanan gerilim ebeveynlerin aile rollerine (ör., ebeveynlik, eş ilişkisi) taşabilmektedir (Dinh vd., 2017; Leach vd., 2021). Ebeveynlerin iş hayatı ise çocukların gelişimleri üzerinde ebeveynlik aracılığı ile dolaylı yoldan etki edebilir (Chai & Schieman, 2021; Rosa & Tudge, 2013). Daha geniş bir ekosistem olan makro sistem ise sosyoekonomik kavramlar ve kültür üzerinden çocuk gelişimi üzerine etki etmektedir (Chuang vd., 2018; Yang ve Oh, 2024).

Bronfenbrenner'in Ekolojik Sistemler Kuramı ile Taşma teorisi (Spillover) ve Geçiş teorisi (Crossover) işten aileye olan çatışma literatürüne uyarlandığında, işten aileye olan çatışma, isle ilgili ve iş dışı pek çok istenmeyen sonuçlar oluşturmaktadır (Amstad, 2011). Bu kapsamda, olumsuz ebeveynlik davranışları, evlilik çatışması, çocuk ruh sağlığında bozulma, işten aileye olan çatışmanın iş dışı sonuçları olarak karşımıza çıkmaktadır (Aycan ve Eskin, 2005; Brock ve Kochanska, 2016; Fellows vd., 2016; Kossek ve Ozeki, 1998). Bu çalışma, ebeveynlerin işten aileye olan çatışmasının çocukların içe yönelim davranış problemleri üzerindeki doğrudan ve dolaylı etkisine odaklanmaktadır. İşten aileye olan çatışma ile içe yönelim davranış problemleri arasındaki ilişkide ebeveynden algılanan reddedici davranışların aracı rolü ve işten aileye olan çatışma ile ebeveynden algılanan reddedici davranışlar arasındaki ilişkide eşler arası çatışma ile sosyal desteklerin düzenleyici rolü araştırılacaktır. Bu kapsamda ilk olarak işten aileye olan çatışma ile içe yönelim davranış problemleri arasındaki doğrudan ilişki sunulacaktır. Sonrasında ise işten aileye olan çatışma ile içe yönelim davranış problemleri arasındaki dolaylı ilişkide bulunan her bir yol açıklanacaktır.

İçe yönelim problemleri depresyon, kaygı, stres, geri çekilme ve somatik belirtilerden oluşmaktadır (Achenbach et al., 1987). İçe yönelim problemlerine yönelik risk faktörleri olarak çocuğa bağlı faktörler (ör., yaş, cinsiyet) ve aileye bağlı faktörler (ör., ebeveynlik davranışları, ebeveyn psikopatolojisi) gibi kavramlar örnek verilebilir. İçe

yönelim problemleri her yaşta ortaya çıkabilmekle birlikte sıklığı ve şiddeti özellikle ergenlik döneminde artmaktadır ve kızlarda erkeklere göre daha sık görülmektedir (Albano ve Krain, 2005**;** Pinquart, 2017; Silverman ve Carter, 2006**)**.

İşten aileye olan çatışma ise çocukların içe yönelim problemleri geliştirmesi açısından bir risk faktörü olarak ortaya çıkmaktadır. İşten aileye olan çatışma, çocuklarda içe yönelim problemlerini eş zamanlı ve zaman içerisinde arttırmaktadır (Bilodeau vd., 2023). İşten aileye olan çatışma ile İçe yönelim problemleri arasındaki ilişkiye etki eden faktörler üç yol üzerinden ilerlemektedir: ebeveynlik, ebeveynin ruh sağlığı ve eşler arası çatışma (Babaoglu, 2018; Dinh vd., 2017; Strazdins vd., 2006). Yapılan bir çalışmada işten aileye olan çatışma ile ebeveynlik arası ilişkide sosyal destek düzenleyici bir role sahip olduğu bulunmuştur (Malinen vd., 2017). İşten aileye olan çatışmaya kısa süreli ya da uzun süreli maruz kalma, olumsuz ebeveynlikle ve içe yönelim problemleri ile ilişkilidir (Vahedi vd., 2019a). İşten aileye olan çatışma, çocuk ve ebeveyn arasındaki ilişkiyi ebeveynlik ilişkisindeki olumsuzluk ya da ebeveyn-çocuk ilişkisinde geçirilen zamanın azalması ile kendini gösterebilmektedir (Chai ve Schieman, 2021; Kramer ve Kramer, 2021). İşten aileye olan çatışma pek çok olumsuz ebeveynlik davranışları ile ilişkilidir. Bunlar, ebeveynlikte gösterilen sert tutum, artan disiplin, sinirlilik ve azalan sıcaklık (Babaoglu, 2018; Cooklin vd., 2016b), soğukluk, ilginin azalması (Cooklin vd., 2015a) olarak gösterilebilir. Pek çok çalışma işten aileye olan çatışma işe olumsuz ebeveynlik davranışları arasındaki ilişkiyi anlatsa da ebeveynden algılanan reddedici davranışlar alan yazınında oldukça az çalışılmıştır. Bu kapsamda Ebeveyn Kabul-Red Teorisi (Rohner, 2004; 2016), çocuğun ebeveynin davranışını kabul edici veya reddedici olarak algılaması ile ilgilidir. Çocuklar ebeveynleri tarafından sevilmek, ilgi görmek ve takdir edilmek ister; bunlar ebeveyn tarafından gösterilmeyip aksine çocuk ebeveyninden soğukluk, ilgisizlik, ihmal gibi davranışlar hissettiğinde ise ebeveyninin davranışlarını reddedici bulur (Rothenberg vd., 2020).

Ebeveynin reddedici davranışları ile çocukların içe yönelim problemleri arasındaki ilişkiye bakıldığında ise çocuklar ebeveynlerinin davranışlarını daha reddedici algıladıklarında içe yönelim problemleri artmaktadır (Rothenberg vd., 2023). Erken

çocukluk, orta çocukluk, ergenlik öncesi ve ergenlik dönemlerinde bu etki görülmüştür (Putnick vd., 2015; Nunes vd., 2013; Verhoeven vd., 2011). İşten aileye olan çatışma ile çocukların ve ergenlerin içe yönelim problemleri arasında hem doğrudan hem de dolaylı ilişki vardır. Bu ilişki olumsuz ebeveynlik davranışları aracı role sahiptir (Hess ve Pollmann-Schult, 2019; Wang vd., 2022). İşten aileye olan çatışma ile çocukların ve ergenlerin içe yönelim problemleri arasındaki dolaylı ilişkide aynı zamanda eşler arası çatışma da düzenleyici bir role sahip olabilir. Alan yazınına bakıldığında işten aileye olan çatışmanın eşler arası çatışmayı arttırdığı bulunmuştur (Cooklin vd., 2015a; Hill, 2005; Minnotte vd., 2015; Schulz vd., 2004). Eşler arası çatışmaya bakıldığında ise, çocukların içe yönelim problemlerini doğrudan veya dolaylı olarak arttırdığı görülmüştür (Katz ve Gottman, 1993). Eşler arası çatışma hem olumsuz ebeveynlik davranışlarını hem de çocuklardaki içe yönelim problemlerini arttırmaktadır (Hair vd., 2009; Kramer, 2021; Xiao vd., 2020).

İşten aileye olan çatışmanın bir diğer etkisi sosyal destek üzerinedir. Aileden, arkadaşlardan ya da önemli birinden gelen sosyal desteğin işten aileye olan çatımayı azalttığı pek çok çalışmada gösterilmiştir (Elliott, 2003; van Daalen vd., 2005, 2006). Alan yazınında sosyal destek ile işten aileye olan çatışma arasındaki ilişki daha çok sosyal desteğin bağımsız değişken olarak alındığı çalışmalar üzerinden yürütülmektedir. Bazı çalışmalar ise sosyal desteğin düzenleyici etkisi **(**Cohen ve Wills, 1985), veya ters düzenleyici etkisini de göstermiştir **(**Reimann vd., 2022). Sosyal desteğin ebeveynlik davranışları veya çocukların içe yönelim problemleri üzerindeki etkisini gösteren çalışmalar oldukça azdır (Malinen vd., 2017; Zhou ve Taylor, 2022). Bu kapsamda, literatürde bu alanda çalışmanın yetersiz olması sebebiyle işten aileye olan çatışma ile çocukların içe yönelim problemleri arasındaki dolaylı ilişkide sosyal desteğin düzenleyici rolünün araştırılması oldukça önemlidir.

Perry-Jenkins ve diğerlerinin (2000) iş, aile ve çocuklar üzerindeki etkisini gösteren çalışma ve literatürdeki bazı çalışmalar işten aileye olan çatışmanın çocukların içe yönelim davranışları arasındaki ilişkiyi incelemiştir (Strazdins vd., 2013) fakat her iki ebeveynin de dahil edildiği çalışmalar oldukça azdır (Bilodeau vd., 2023).

İşten aileye olan çatışmanın ebeveynlik davranışları üzerindeki etkisini gösteren bazı çalışmalar mevcuttur fakat çocuktan algılanan reddedici ebeveynliği dahil eden çalışma bulunmamaktadır. Bunlardan yola çıkarak bu çalışmanın temel amacı, ebeveynlerin işten aileye olan çatışması ile çocukların içe yönelim davranışları arasındaki boylamsal ilişkiyi incelemektir. Bu ilişkide, çocuğun algıladığı ebeveyn reddinin aracı rolü ile evlilik çatışması ve sosyal desteklerin düzenleyici rolleri incelenmiştir. Bu çalışma, ebeveynlerin işten aileye olan çatışması ile çocukların ieç yönelim problemleri arasındaki ilişkiyi ulusal bir projede ve boylamsal olarak inceleyerek ve ebeveynden algılanan reddedici davranışların aracı rolü ve eşler arası çatışma ile sosyal desteğin düzenleyici rollerinin bu ilişkideki rolünü test ederek alan yazınına katkıda bulunmayı hedeflemektedir. Bu kapsamda hipotezler aşağıdaki gibi belirtilmiştir.

H3: Ebeveynlerin işten aileye olan çatışması, algılanan ebeveyn reddi ile pozitif yönde ilişkilidir.

H4: Çocukların ve ergenlerin algıladıkları ebeveyn reddi, zaman içinde içe yönelim davranışlarıyla pozitif yönde ilişkilidir.

H5: Ebeveynlerin işten aileye olan çatışması, zaman içinde çocuk ve ergenlerde içe yönelim davranışlarıyla pozitif yönde ilişkilidir.

H6: Algılanan ebeveyn reddi, ebeveynlerin işten aileye olan çatışması ile çocuklar ve ergenlerdeki içe yönelim davranışları arasındaki ilişkide aracı roldedir. Buna göre, işten aileye olan çatışma, çocukların ebeveynlerinden algıladıkları reddedici davranışlar ile pozitif yönde ilişkilidir; bu da zaman içerisinde ise çocukların ve ergenlerin içe yönelim davranışları ile pozitif yönde ilişkili olacaktır.

H7a: Evlilik çatışması, işten aileye olan çatışmanın ebeveyn reddi üzerindeki etkisini düzenleyici bir role sahiptir. Yüksek düzeyde evlilik çatışmasının varlığında, işten aileye olan çatışmanın etkisi algılanan ebeveyn reddi ile pozitif yönde ilişkili olacaktır.

H7b: Aileden gelen sosyal destek, işten aileye olan çatışmanın ebeveyn reddi üzerindeki etkisini düzenleyici bir role sahiptir. Yüksek düzeyde aileden gelen sosyal desteğin varlığında, işten aileye olan çatışmanın etkisi algılanan ebeveyn reddi ile negatif yönde ilişkili olacaktır.

H7c: Arkadaştan gelen sosyal destek, işten aileye olan çatışmanın ebeveyn reddi üzerindeki etkisini düzenleyici bir role sahiptir. Yüksek düzeyde arkadaştan gelen sosyal desteğin varlığında, işten aileye olan çatışmanın etkisi algılanan ebeveyn reddi ile negatif yönde ilişkili olacaktır.

H7d: Önemli birinden gelen sosyal destek, işten aileye olan çatışmanın ebeveyn reddi üzerindeki etkisini düzenleyici bir role sahiptir. Yüksek düzeyde önemli birinden gelen sosyal desteğin varlığında, işten aileye olan çatışmanın etkisi algılanan ebeveyn reddi ile negatif yönde ilişkili olacaktır.

H8a: Ebeveynlerin işten aileye olan çatışmasının, algılanan ebeveyn reddi aracılığıyla çocukların içe yönelim davranışları üzerindeki dolaylı etkisi, evlilik çatışmasına göre farklılık gösterecektir. Buna göre, ebeveynlerin işten aileye olan çatışmasının çocukların içe yönelim davranışları üzerindeki dolaylı etkisi, evlilik çatışması yüksek olduğunda daha güçlü olacaktır.

H8b: Ebeveynlerin işten aileye olan çatışmasının, algılanan ebeveyn reddi aracılığıyla çocukların içe yönelim davranışları üzerindeki dolaylı etkisi, aileden gelen sosyal desteğe göre farklılık gösterecektir. Buna göre, ebeveynlerin işten aileye olan çatışmasının çocukların içe yönelim davranışları üzerindeki dolaylı etkisi, aileden gelen sosyal destek yüksek olduğunda daha düşük olacaktır.

H8c: Ebeveynlerin işten aileye olan çatışmasının, algılanan ebeveyn reddi aracılığıyla çocukların içe yönelim davranışları üzerindeki dolaylı etkisi, arkadaştan gelen sosyal desteğe göre farklılık gösterecektir. Buna göre, ebeveynlerin işten aileye olan çatışmasının çocukların içe yönelim davranışları üzerindeki dolaylı etkisi, arkadaştan gelen sosyal destek yüksek olduğunda daha düşük olacaktır.

H8d: Ebeveynlerin işten aileye olan çatışmasının, algılanan ebeveyn reddi aracılığıyla çocukların içe yönelim davranışları üzerindeki dolaylı etkisi, önemli birinden gelen sosyal desteğe göre farklılık gösterecektir. Buna göre, ebeveynlerin işten aileye olan çatışmasının çocukların içe yönelim davranışları üzerindeki dolaylı etkisi, önemli birinden gelen sosyal destek yüksek olduğunda daha düşük olacaktır.

Bu kapsamda katılımcılar demografik bilgi formu, Aşk ve İlişkiler Envanteri (Braiker ve Kelley, 1979), Çok Boyutlu Algılanan Sosyal Destek Ölçeği (Zimet vd., 1988), Çocuk Davranış Listesi (Achenbach ve Rescorla, 2001), Ebeveyn Kabul-Red Ölçeği (Rohner, 2005) ve İş-Aile Çatışması (Netemeyer vd., 1996) ölçeği doldurmuşlardır. Ölçeklerin Cronbach alfa değerleri kabul edilebilir düzeylerdedir.

Birinci çalışmaya benzer şekilde bu çalışmanın verileri de Türkiye Bilimsel ve Teknolojik Araştırma Kurumu (TÜBİTAK) tarafından desteklenen, ulusal bazda ve boylamsal olarak yürütülen "Ebeveynlerin ve Ebeveyn-Çocuk İletişim Özelliklerinin Çocuk ve Ergenlerin Gelişimleri Üzerinde Olan Etkisi" projesinin bir parçasıdır. Bu çalışmanın verileri Aralık 2021 ile Haziran 2023 tarihleri arasında toplanan boylamsal verilere dayanmaktadır. Milli Eğitim Bakanlığı'ndan alınan idari izin ve Orta Doğu teknik Üniversitesi Uygulamalı Etik Araştırma Merkezi'nden alınan etik izin alındıktan sonra projenin verileri toplanmaya başlanmıştır. Türkiye İstatistik Kurumu (TÜİK), çalışmanın örneklemini belirlemiştir. Tüm Türkiye'yi temsil etmek adına olasılıklı-büyüklüğe orantılı örnekleme (PPS) yöntemi TÜİK tarafından uygulanmış olup 63 ilde 180 okul (60 ilkokul, 60 ortaokul ve 60 lise) rastgele seçilmiştir. Alanda eğitim gören lisansüstü öğrenciler ve saha çalışanları tarafından okullara ziyaret yapılmış ve her okulda her sınıf düzeyinden birer sınıf rastgele seçilmiştir. Hedeflenen katılımcı sayısına ulaşılamayan okullarda ek sınıflar da rastgele seçilmiştir. Okul yönetimi ve öğretmenler aracılığı ile katılımcılara ulaşılmıştır. Ebeveynlerden onam formları ve çocuklardan sözel onam alındıktan sonra ölçekler Qualtrics üzerinden online olarak toplanmıştır (Qualtrics, 2021). Çocuk verileri ise okulda saha görevlileri tarafından sağlanan tabletler üzerinden toplanmıştır. Birinci ve ikinci sınıf çocukları soruları "Sarı Kafa" adlı animasyon figürünü dinleyerek Likert tipi soruları cevaplamıştır. Qualtrics linkleri ölçek sorularını geçmeyi onaylamadığından

katılımcıların ölçeklerinde eksik soru bulunmamaktadır. Çalışmanın sonunda katılımcılara küçük hediyeler verilmiştir.

Ön analizler için SPSS 29. Versiyon kullanılmıştır (IBM, 2023). Çalışmanın hipotezlerini test etmek için sekiz adet durumsal aracılık modeli AMOS 26. Versiyon ile test edilmiştir (Arbuckle, 2019). Çocukların sınıf düzeyleri ve cinsiyeti modelde kontrol değişkeni olarak alınmıştır. Parametrelerin tahmini için maksimum olabilirlik yöntemi kullanılmıştır. Doğrudan ve dolaylı etkilerin analizi, 2.000 örneklem üzerinden %95 yanlılık-düzeltilmiş güven aralıklarıyla bootstrap yöntemi kullanılarak gerçekleştirilmiştir. Modele giren düzenleyici değişkenler, ortalamadan merkezleme yapılmıştır. Etkileşim terimleri AMOS'ta kullanıcı tarafından tanımlanan tahmin ediciler/parametreler (User-Defined Estimands) aracılığı ile yapılmıştır. Grafikler ise AMOS tarafından verilen değerler kullanılarak SPSS tarafından yapılmıştır. Model uyumu; Ki-kare uyum testi ($\chi 2$), Karşılaştırmalı Uyum İndeksi (CFI), Yaklaşık Hataların Ortalama Karekökü (RMSEA) ve Standartlaştırılmış Kök Ortalama Karekök Artık (SRMR) kullanılarak değerlendirilmiştir (Hu ve Bentler, 1999).

Sonuçlara göre, anne ve babaların işten aileye olan çatışması ile algılanan ebeveynlik davranışları arasındaki ilişki anlamlı değildir. Fakat hem algılanan ebeveynlik davranışları ile çocuk içe yönelim davranışları arasındaki ilişki hem de işten aileye olan çatışma ile çocuk içe yönelim davranışları arasında anlamlı bir ilişki vardır. Durumsal aracılık modeli sonuçlarına göre, annenin evlilik çatışmasının (CIE; *b*= -.003, CI (95% CI [-.01, .00], *p*= .094) ve önemli birinden gelen sosyal desteğin yüksek olduğu durumda (CIE; *b*= -.003, *SE*= .002, CI (95% CI [-.01, .000], *p*=.048) modeller trend düzeyinde anlamlıdır. Annenin evlilik çatışmasının ve önemli birinden gelen sosyal desteğin yüksek olduğu durumda durumsal aracılık analizinin etkisi azalmıştır. Annenin birinci zamandaki işten aileye olan çatışmasındaki artış çocukların ikinci zamandaki içe yönelim davranışlarındaki azalmaya çocukların annelerinin davranışlarını daha az reddedici olarak algılaması üzerinden gerçekleşmiştir. Babanın evlilik çatışmasının (CIE; *b*=. 01, *SE*= .004, CI (95% CI [.000, .02], *p*=.063), aileden (CIE; *b*=.01, *SE*=.003, 95% CI [.001, .02], *p*=.008) ve arkadaştan gelen sosyal desteğin

yüksek olduğu modeller (*b*=.01, *SE*=.004, 95% CI [-.000, .02], *p*=.060) anlamlı olmakla birlikte önemli birinden gelen sosyal desteğin yüksek olduğu model (CIE; *b*=.01, *SE*=.003, 95% CI [.000, .01], *p* =.042) trend düzeyinde anlamlıdır. Babanın evlilik çatışmasının ve tüm sosyal destek türlerinin yüksek olduğu durumda durumsal aracılık analizinin etkisi güçlenmiştir. Babanın birinci zamandaki işten aileye olan çatışmasındaki artış çocukların ikinci zamandaki içselleştirme davranışlarındaki artışla çocukların babalarının davranışlarını daha reddedici olarak algılaması ile ilişkilidir.

Her iki çalışmanın bulguların yorumlanması ve tartışma kısmına bakıldığında ise, bu çalışmanın ulusal bazda ve boylamsal bir projenin parçası olduğu için literatüre önemli bir katkıda bulunacağı düşünülmektedir. Bu tez, iki çalışmadan oluşmaktadır. Birinci çalışma, ebeveynlerin işten aileye olan çatışmasının demografik, iş ve iş dışı öncüllerini ulusal bazdaki çalışan ebeveyn örnekleminden incelemiştir. İkinci çalışma ise aynı projenin boylamsal verilerini kullanarak çalışan ebeveynlerin işten aileye olan çatışmasının zaman içerisinde çocukların içe yönelim davranışları üzerindeki etkisini ebeveynin reddedici davranışlarının aracılığı ve eşler arası çatışma ve sosyal desteklerin düzenleyici rolü üzerinden test etmiştir. İki çalışma da literatüre özgün değerler katmıştır. Önceki çalışmalar demografik (Aycan ve Cinli, 2025), işle ilgili (Allen vd., 2020), ve iş dışı (Reimann vd., 2022) öncüllerin işten aileye olan çatışma üzerindeki etkisini ayrı ayrı ölçmüşlerdir. Birinci çalışma ise hem alana özgü hem de alanlar arası öncülleri ulusal temsili Türkiye örnekleminden her iki ebeveyn için test ederek literatüre katkıda bulunmuştur. İkinci çalışma ise daha önce literatürde işten aileye olan çatışmanın boylamsal olarak çocukların içe yönelim problemleri üzerindeki etkisini, ebeveynin reddedici davranışlarını aracı değişken alarak test etmiştir. Bu ilişkide literatürde çok çalışılmayan ebeveynin reddedici davranışlarının alınması ve eşler arası çatışma ile sosyal desteklerin düzenleyici rollerinin test ederek mevcut yazına yeni bir bakış açısı kazandırmıştır. Ayrıca pek çok çalışmada işten aileye olan çatışmanın çocukların içe yönelim problemleri üzerindeki etkisi, belirli bir gelişimsel dönem üzerinden incelenmiştir. Bu çalışmada ise 1. Sınıftan 11. Sınıfa kadar giden kız ve erkek öğrencilerin içe yönelim problemleri, ulusal bir örneklem

üzerinden incelenmiştir. Çalışmanın sonucuna göre sadece işten aileye olan çatışma ve ebeveynden algılanan reddedici davranışların çocukların içe yönelim problemleri üzerinde risk faktörü olmayıp eşler arası çatışmanın ve sosyal desteklerin düzeylerinin de önemini göstermiştir.

Bu çalışmanın güçlü yönleri oldukça fazladır. Öncelikle, Türkiye'deki 61 il ve 180 okuldan rastgele seçilen ulusal bazlı bir Türkiye örneklemi kullanmak ve sonuçların boylamsal etkilerini incelemesi ilgili literatüre önemli bir katkı sunacaktır. Sadece alana özgü değil aynı zamanda alan dışı öncüllerin de test edilmesi hem endüstri örgüt psikolojisi literatürüne hem de gelişim psikolojisi literatüründeki boşluğu doldurmayı hedeflemektedir. Hem anne hem babaları çalışmaya dahil ederek her iki ebeveynin işten aileye olan çatışmasına nelerin sebep olduğunu ve her iki ebeveynin işten aileye olan çatışmasının çocuklarının içe yönelim problemleri üzerindeki etkisine bakarak literatür açısından açıklayıcı ve önemli katkılar sağlaması beklenmektedir. Ayrıca ebeveynlerin reddedici davranışlarını çocuklardan alarak daha objektif bir değerlendirme yöntemi kullanmak ebeveynlerin toplumsal olarak istenilir yanıt verme eğilimi dışlanmıştır. Sosyal desteklerin birçok türünü ele alması ve pek çok düzenleyici değişkenleri dahil etmesi, bunları yapısal aracılık modelleri üzerinden test etmesi bu çalışmayı metodolojik açıdan güçlü kılmıştır.

Bu çalışmanın bazı sınırlılıkları da bulunmaktadır. İkinci zamanda Türkiye'de yaşanan 6 Şubat depreminden dolayı ya da katılımcıların bireysel sebeplerinden dolayı ikinci zamanda katılımcı sayısı azalmıştır. Ayrıca bu çalışma iş ile ilgili belirli sayıda değişkeni çalışmaya dahil etmiştir. Gelecek çalışmalar çalışanların iş kolları, çalışma saatleri gibi daha fazla iş ile ilgili faktörleri çalışmalarına dahil edebilirler. Gelecek çalışmaların, sadece sosyal desteğin kimden geldiğini değil aynı zamanda sosyal desteğin türleri olan duygusal destek ya da araçsal yardım türlerinin aile, arkadaş ve önemli birine göre ne düzeyde değiştiğini ölçmesi önerilmektedir.

Bu çalışmanın uygulamaya yönelik bazı önerileri bulunmaktadır. Birinci çalışma, özellikle düzensiz çalışma, çocuk sayısı ve zor mizaçlı çocuğa sahip olmanın sadece anneler için bir risk faktörü olduğu bulunmuştur. Bu sebeple hem iş yerinde hem de

evde cinsiyet eşitliğine yönelik bilinci arttırmak oldukça önemlidir. İş yerinde ise çalışma koşullarında söz sahibi olmak pek çok çalışmada işten aileye olan çatışmayı azaltarak olumlu katkılar göstermiştir (Gray vd, 2023; Holmes vd., 2020), bu sebeple kurumlara çalışanlarının çalışma saatlerine yönelik çeşitli seçenekler sunmaları önerilmektedir. Birinci çalışmanın sonucuna göre depresif semptomların kadınlar ve erkekler için işten aileye olan çatışma açısından risk faktörleri olduğu bulunmuştur. Bu sonuca yönelik kurumlara öneri olarak çalışanları için düzenli ruh sağlığı taramaları yapılması, depresyonun erken zamanda yakalanması açısından oldukça önemlidir. Depresif semptomları yüksek çıkan çalışanlara ise psikolojik destek sağlanması önerilmektedir. Özellikle çalışma saatlerinde ve çalışma programında iyileşmelerin de çalışanların depresyon, anksiyete ve kaygı düzeylerini azalttığı göz önüne alınarak (Yu ve Leka, 2022) bu alanlardaki düzenlemelerin öneminin vurgulanması gerekmektedir. Çalışma saatlerinde ve çalışma programında düzenlemeler sadece çalışanın ruh sağlığı üzerinde değil aynı zamanda eş ilişkisi için de olumlu katkıları olacaktır. Böylece çalışanların ev hayatına ayıracağı vakit de artacaktır. Sadece eşler arası ilişkinin güçlenmesi değil aynı zamanda sosyal desteğin önemi de vurgulanmalıdır. Bu kapsamda kurumlar ya da iş verenler çalışanlarına sosyal destek almanın yetersizlikle ilişkili olmadığı, aksine sosyal destek almanın özellikle işten aileye olan çatışmayı azaltan olumlu etkilerinin olduğu çeşitli eğitimler ya da müdahale çalışmalarında vurgulanmalıdır.

Son olarak kurumlar ya da iş verenler çalışan ebeveynlerin ihtiyaçlarına yönelik müdahale programları düzenlemelidir. Daha önce bahsedildiği gibi çalışma saatlerinde esneklik ve çalışma programında düzenlemeler ebeveyn-çocuk arasındaki ilişkiye de olumlu katkıda bulunacaktır. Özellikle bu içe yönelim semptomlarının kolay fark edilememesinden dolayı (Muhtadie vd., 2013; Stacks, 2005) bu müdahale programları çalışan ebeveynlere içe yönelim problemleri yaşayan çocuklara nasıl yaklaşacaklarına yönelik eğitimler de verebilirler.

F. THESIS PERMISSION FORM/TEZ İZİN FORMU

(Please fill out this form on computer. Double click on the boxes to fill them)

ENSTİTÜ / INSTITUTE

Fen Bilimleri Enstitüsü / Graduate School of Natural and Applied Sciences ☐

Sosyal Bilimler Enstitüsü / Graduate School of Social Sciences ☒

Uygulamalı Matematik Enstitüsü / Graduate School of Applied Mathematics ☐

Enformatik Enstitüsü / Graduate School of Informatics ☐

Deniz Bilimleri Enstitüsü / Graduate School of Marine Sciences ☐

YAZARIN / AUTHOR

Soyadı / Surname : Babaoğlu
Adı / Name : Gözde
Bölümü / Department : Psikoloji / Psychology

TEZİN ADI / TITLE OF THE THESIS (**İngilizce** / English):

THE LONGITUDINAL RELATIONSHIP BETWEEN WORK-TO-FAMILY CONFLICT AND CHILD INTERNALIZING BEHAVIORS: ANTECEDENTS, MEDIATORS, MODERATORS IN A NATIONWIDE STUDY

TEZİN TÜRÜ / DEGREE: **Yüksek Lisans** / Master ☐ **Doktora** / PhD ☒

1. **Tezin tamamı dünya çapında erişime açılacaktır. /** Release the entire work immediately for access worldwide. ☒
2. **Tez iki yıl süreyle erişime kapalı olacaktır.** / Secure the entire work for patent and/or proprietary purposes for a period of **two years. *** ☐
3. **Tez altı ay süreyle erişime kapalı olacaktır.** / Secure the entire work for period of **six months**. ***** ☐

***** *Enstitü Yönetim Kurulu kararının basılı kopyası tezle birlikte kütüphaneye teslim edilecektir. / A copy of the decision of the Institute Administrative Committee will be delivered to the library together with the printed thesis.*

Yazarın imzası / Signature ..... **Tarih** / Date .....
(Kütüphaneye teslim ettiğiniz tarih. Elle doldurulacaktır.)
(Library submission date. Please fill out by hand.)

Tezin son sayfasıdır. / This is the last page of the thesis/dissertation.