

Compelled to work or forced to? An examination of intraindividual variability in workaholism and the moderating role of challenge / hindrance stressors on positive and negative spillover

by

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Abstract

While the construct of workaholism has received significant attention in the management and psychology literature, the current conceptualization views workaholism as a trait that is stable over time. This study seeks to investigate whether there is potential within-person variation in workaholism. Using the Work-Home Resources Model as a framework, this study additionally explores the effects of workaholism on work-home spillover and the moderating impact of challenge and hindrance stressors. The hypotheses were tested using Experience Sampling Methodology where a sample of staff at a public university completed surveys over a period of five weekdays. Results indicated that workaholism exhibited significant within-person variation. Additionally, hindrance stressors interacted with daily workaholic behaviors to predict nightly positive and negative spillover. The findings serve to expand the conceptualization of workaholism, as well as have implications for future research and practice, including development of interventions to reduce workaholic behaviors in the workplace.

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Compelled to work or forced to? An examination of intraindividual variability in workaholism and the moderating role of challenge / hindrance stressors on positive and negative spillover.

Work is an everyday part of life for most people, however there is a significant portion of the population that works too much, and are referred to as workaholics. Originally, workaholics were characterized as those for whom the need for work was so excessive that it impacted or interfered with their daily lives (Oates, 1971). While the conceptualization has changed over the years, ultimately, researchers agree that workaholism is “an addiction to work that involves feeling compelled or driven to work because of internal pressures, having persistent and frequent thoughts about work when not working, and working beyond what is reasonably expected (as established by the requirements of the job or basic economic needs) despite potential negative consequences” (Clark et al., 2016, p. 1840).

Considering that workaholism is prevalent in our workforce with primarily negative outcomes, there has been a surge of research on the topic over the past decade (Clark et al., 2016; Clark et al., 2020; Gillet et al., 2017; Kim, 2019; Shimazu et al., 2011). While workaholism has exhibited positive associations with some constructs, such as career prospects and supervisor support (Clark et al., 2016), the outcomes identified in the literature are overwhelmingly negative, ranging from counterproductive work behaviors to higher levels of job stress to decreased life satisfaction (Aziz & Zickar, 2006; Clark et al., 2016; Ng et al., 2007). Not only does workaholism predict one’s work-related outcomes, it also extends to predicting home outcomes, including associations with work-life conflict, marital dissatisfaction, lower relationship satisfaction, and reduced family satisfaction and functioning (Clark et al., 2016; Bakker et al., 2009).

Predominantly, workaholism has been considered a trait, with little research examining organizational influences on employee workaholic tendencies. This started to change, however, when preliminary evidence from Balducci et al. (2018) suggested job demands demonstrated a lagged effect on workaholism, but not vice versa. These findings suggest that workaholism may have situational influences, which is in contrast to the dominant view that workaholism is a stable individual characteristic. In light of these results, Balducci et al. (2018) argued that workaholic behaviors may be the result of dysfunctional coping strategies that are developed in response to chronically high job demands. As a result of facing these high job demands, employees may work longer and faster – not an atypical response when dealing with situations of high time pressure (Baethge et al., 2019) – thus increasing the salience and centrality of work for an individual. Given that their findings are based on a two-wave study examining these variables over the course of a one-year period, further research is needed to expand on this development and determine whether workaholism similarly fluctuates over a shorter time period.

Based on these findings from Balducci et al. (2018), the association between workaholism and its outcomes may be contingent on the situational context. One such context may be in the presence of stressors in the workplace. Work stressors can fundamentally shape an individual's work behaviors and the stressors within this environment have been associated with numerous negative work and home outcomes (Mazzola & Disselhorst, 2019; Podsakoff et al., 2007). One of the prevailing stress models in this arena has been the challenge-hindrance stress model (Cavanaugh et al., 2000), which dichotomizes stressors depending on their beneficial or detrimental aspects to employee development. Historically, hindrance stressors have been considered demands that interfere with performance and personal goals (e.g., political barriers, role ambiguity, and role conflict) (Cavanaugh et al., 2000). This definition aligns well with the

typical conceptualization of stressors resulting in negative consequences. Challenge stressors, on the other hand, are demands that create opportunities for performance, a sense of accomplishment, and aid in development (e.g., workload, time demands, and responsibility) (Cavanaugh et al., 2000). Following the findings of Balducci et al. (2018), one of the research questions that needs to be examined is whether the effects of workaholism on work-home consequences may be contingent upon situational factors, such as challenge and hindrance stressors in the work environment. Research investigating whether the effects of workaholism on work-home outcomes are moderated is needed to delineate whether these stressors can amplify or buffer the effects of workaholism on work-home outcomes. In turn, if a moderating relationship is found, researchers and practitioners could then implement these findings towards designing interventions to improve employee outcomes.

The present study makes three contributions to the literature on workaholism. First, given the recent findings which suggest that workaholism may be influenced by situational factors, there is an inherent need to further examine whether this construct exhibits within-person variability on a day-to-day basis. By examining the within-person variability of workaholism, I seek to expand the current conceptualization of workaholism. If workaholism exhibits within-person variability, then the findings of this study would have vast theoretical implications for not only how we view workaholism, but also how it is measured, and even influenced. In addition, from a practical perspective, if workaholism were to be evaluated as a construct that fluctuates from one day to the next, this would allow organizations to develop interventions to try and reduce workaholic behaviors. Secondly, the study will test whether workaholism predicts positive and negative spillover. Given that only one study to date has examined the relationship between workaholism and spillover, and “research and the thinking about the relationships

between workaholism and spillover are still in their infancy” (Andreassen et al., 2013, p. 84), this study will build on the foundations set by Andreassen et al. (2013), using an experience sampling methodology (ESM) that utilizes daily diary surveys to investigate the temporal aspects to these relationships. Lastly, the current study will also examine the interaction effects of challenge and hindrance stressors on the aforementioned relationship between workaholism and spillover.

Workaholism as a Dynamic Construct

A number of definitions have been put forth over the years to conceptualize workaholism, with nearly all definitions describing the construct as having “an inner pressure or compulsion to work... with scholars describing the construct as uncontrollable” (Clark et al., 2020, p. 6). These conceptions portray workaholism as an individual trait, with little research to date examining whether workaholism could also exhibit variability within individuals as a consequence of external factors. Recently however, Balducci et al. (2018) reported that higher levels of job demands at Time 1 predicted increased workaholic tendencies at Time 2, 12 months later. Additionally, the study found that workaholism at Time 1 was unrelated to job demands at Time 2. These findings appear to suggest that the expression of workaholism may be contingent upon situational factors. Depending on these factors, workaholism levels may vary from one day to the next. As such, I seek to investigate whether workaholism fluctuates from day-to-day.

Hypothesis 1: Within individuals, daily workaholic behavior will fluctuate.

Theoretical Framework

In order to examine the outcomes associated with daily workaholic behaviors in the home domain, the present study will employ the Work-Home Resources Model (W-HRM; ten Brummelhuis & Bakker, 2012) as a theoretical framework. For the current study, I chose to focus on positive and negative spillover as outcomes in the home domain, which can be defined as the

transfer of (positive or negative) mood, energy, and skills from one domain to the other (i.e., work-to-home or home-to-work) (Grosswald, 2003). Generally, it is assumed that spillover operates bidirectionally – going both from work-to-home and home-to-work (Andreassen et al., 2013; Schaufeli et al., 2008). For this study, given the focus on daily workaholic behaviors, I will focus on work-home spillover as a consequence of engaging in these behaviors. Within the W-HR framework, spillover would be categorized as a behavioral home outcome (behavioral home outcomes describe an individual's behavior that indirectly influences more tangible home outcomes; for example, an individual being unable to put as much effort into tasks around the home due to stress).

The W-HR model argues that contextual demands result in negative spillover and resource drain while contextual resources result in positive spillover and resource gain. To explain, contextual demands are aspects of the work or home domain that require sustained physical or mental effort from the individual. Workaholism would be classified as a contextual demand within the current framework, as engaging in workaholic behaviors can be cognitively draining for employees. Engaging in these contextual demands requires sustained effort from the individual, and in turn results in resource drain, leaving fewer resources for the home domain. Since these demands require investment from an individual's personal resources, they can eventually deplete an individual's short-term resources (e.g., energy). As a result of the depletion of these personal resources, outcomes in the other domain can deteriorate (e.g., being irritable at home due to overwork).

In this study, I will be focusing on the short-term, daily work-home relationship for how workaholic behaviors are associated with nightly positive and negative spillover. Specifically, this study explores whether engaging in workaholic behaviors during the workday predicts

positive and negative spillover after work. In line with the W-HR theory, I argue that engaging in workaholism during the workday will act as a contextual demand, leading to increased negative spillover, and decreased positive spillover.

The literature generally supports these notions, with a recent meta-analysis by Clark et al. (2016) finding that workaholism is associated with numerous negative home outcomes, including marital and family dissatisfaction, work-life conflict, and decreased family functioning. While the studies included in the meta-analysis examined between-person designs, I expect similar relationships to appear in the current study – relationships wherein by engaging in workaholic behaviors (i.e., working compulsively and excessively), individuals are likely to experience detrimental work-home outcomes. These findings regarding workaholism predicting negative home outcomes are also echoed in prior empirical studies specifically examining workaholism and spillover (Andreassen et al., 2013). Similarly, in a study by Ilies et al. (2007), researchers found that daily job demands enhanced daily negative spillover and reduced engagement in social activities with family members (positive spillover). In general, studies have found that those who engage in workaholic behaviors report a higher level of work-home conflict than those who do not (Clark et al., 2016).

As mentioned, Andreassen et al., (2013) previously examined the workaholism-spillover relationship, where they found that the drive component of workaholism exhibited a negative relationship with positive spillover, with the work involvement component demonstrating no relationship with positive spillover. Regarding negative spillover, the study found workaholism and negative spillover to have a uniformly positive relationship across all components. Based on existing empirical evidence, I hypothesize the following:

Hypothesis 2: Engaging in workaholic behaviors during the workday will be negatively related to positive spillover in the evening.

Hypothesis 3: Engaging in workaholic behaviors during the workday will be positively related to negative spillover in the evening.

Challenge / Hindrance Stressors

As mentioned earlier, stressors in the work environment are an important component in shaping an individual's work experience, a factor which is often associated with detrimental outcomes in the home domain. Accordingly, extant research suggests that work-related stressors are associated with numerous negative nonwork outcomes (Mazzola & Disselhorst, 2019). In short, the stressors that are being experienced in the work domain are bleeding into and resulting in negative outcomes in the home domain. Previous research has indicated that stressors (e.g., role conflict, role overload, and role ambiguity) are some of the most important predictors for work-home conflict by depleting resources and exhibiting strain on responsibilities in the home domain (Hargis et al., 2011). These findings highlight the importance of examining whether the relationship between workaholism and family outcomes is moderated by stressors in the workplace.

Based on the idea that job stressors can encompass both detrimental and beneficial properties, researchers wanted to capture the duality of stressors, which led to the proposal of the challenge-hindrance stress model by Cavanaugh et al. (2000). The challenge-hindrance stress model argues that stressors can be dichotomized as challenge stressors or hindrance stressors, with challenge stressors being demands that create opportunities for growth and development, and hindrance stressors being demands that interfere with performance. Cavanaugh and colleagues dichotomized the stressors as previously there had been inconsistent findings in the

stress literature regarding expected relationships between stressors and work outcomes, with some studies reporting positive effects of stressors, while others reporting negative consequences. As such, the authors (Cavanaugh et al., 2000) felt these two distinct categories could better account for these findings. Challenge stressors were posited to relate differently and likely positively to favorable outcomes when compared to hindrance stressors (Cavanaugh et al., 2000).

Within the current study, the challenge-hindrance stressor dichotomization allows us to examine both the beneficial and detrimental aspects of stressors, and how this can impact the relationship between workaholism and positive and negative spillover. Specifically, challenge stressors allow individuals to grow and develop skills which may then spillover into the home domain, resulting in an increase in positive spillover, and a decrease in negative spillover. On the other hand, since hindrance stressors serve as job demands that impede performance (lacking the developmental aspects associated with challenge stressors), I would expect a decrease in positive spillover, and an increase in negative spillover.

A recent meta-analysis by Webster and Adams (2019) tested a similar framework for challenge and hindrance stressors relating to nonwork outcomes and found that challenge stressors were positively related to work-nonwork enrichment, with hindrance stressors being negatively related to work-nonwork enrichment. Although Webster and Adams broadly examined work-nonwork enrichment, I would expect their findings to similarly relate to spillover. While there has not been any previous research on moderators relating to workaholism and spillover, it has previously been found that hindrance stressors (e.g., role conflict) are associated with perceived work-home interference (Chen et al., 2018; Wood & Michaelides, 2016). As such, when individuals engage in workaholic behaviors in the presence of these

stressors, they may experience spillover or have a greater willingness to let work permeate into nonwork time (Baethge et al., 2019; Boswell et al., 2014). Accordingly, I hypothesize:

Hypothesis 4: Challenge stressors experienced during the workday will moderate the negative relationship between workday workaholic behaviors and nightly positive spillover, such that the negative relationship between workaholic behaviors and positive spillover will be weaker among individuals who experience more challenge stressors.

Hypothesis 5: Challenge stressors experienced during the workday will moderate the positive relationship between workday workaholic behaviors and nightly negative spillover, such that the positive relationship between workaholic behaviors and negative spillover will be weaker among individuals who experience more challenge stressors.

Hypothesis 6: Hindrance stressors experienced during the workday will moderate the negative relationship between workday workaholic behaviors and nightly positive spillover, such that the negative relationship between workaholic behaviors and positive spillover will be stronger among individuals who experience more hindrance stressors.

Hypothesis 7: Hindrance stressors experienced during the workday will moderate the positive relationship between workday workaholic behaviors and nightly negative spillover, such that the positive relationship between workaholic behaviors and negative spillover will be stronger among individuals who experience more hindrance stressors.

Method

Sample and Procedure

For the current study, our final sample consisted of 106 staff members from a public university in the midwestern United States. The average participant in the current study was 41 years old ($SD = 11.15$) and female (75.5%). The racial demographics of the sample were such

that 95.3% of the sample were White / Caucasian, 1.9% were Asian / Pacific Islander, 0.9% were Hispanic / Latino, and 1.9% of the sample did not report their racial demographics. Regarding marital status, 14.2% of the sample were single, never married; 14.2% were in a relationship; 64.2% were married; 5.7% were divorced / separated; and 1.9% were widowed. As for the number of children respondents had, 57.5% of the sample did not have children, 19.8% had one child, 20.8% had two children, and 1.9% had three children. Lastly, it is noted that the sample generally had a higher level of education, with a majority of the sample having an advanced degree (50%; MS, MA, PhD, JD, MD, etc.), followed by some post graduate education (7.5%), a bachelor's degree (29.2%), an associate's degree (2.8%), some college education (9.4%), and a GED / High school proficiency (0.9%).

In order to identify participants for the study, a list of all staff working at the university was retrieved from the Human Resources department at the institution. An email invitation with a qualification survey was sent to all staff members who were full-time, permanent employees (i.e., worked 30 hours or more per week) and were on a 12 month-appointment. As a part of the qualification survey, staff were asked to indicate when they typically began work, left work, and went to bed each day. Additionally, staff were asked to indicate whether they were planning on taking a vacation during the week that the daily surveys would be administered, and if they had interest in participating in the week-long diary study. Those who started work between the hours of 6:00 – 10:00AM, were not on vacation during the survey period, and were willing to complete the daily surveys for the study duration (i.e., one work week, from Monday through Friday) were retained. Participants were required to start work between the hours of 6:00 – 10:00AM to minimize any confounding variables such as daytime vs. nighttime workers. After reaching out to an initial 946 staff members, 234 staff members completed the qualification survey, with 156

staff members being eligible to participate. A total of 121 staff members participated in the daily surveys, of whom 15 participants completed less than two full days of daily surveys and were thus excluded from analyses. Consequently, the final sample consisted of 106 participants with 386 observations, representing a 67.95% response rate.

Retained participants from the qualification survey were invited to complete a Time 1 survey, which captured demographic information and personality characteristics. The week following the Time 1 survey, participants completed the daily surveys. During this daily survey period, participants received three surveys per day: a morning survey, evening survey, and night survey. The morning survey was to be completed immediately after starting work, the evening survey before leaving work, and the night survey before going to bed. Given that this study operated under the umbrella of a larger project examining stress, recovery, and employee outcomes, some of the assessed variables fell outside of the scope of this study. As such, I only utilized data from the evening and night surveys since they contained the relevant variables for this study. Upon completion of the survey period, participants were compensated with a \$50 Amazon gift card if they completed all daily surveys for (at minimum) four out of the five days of surveying.

Measures

Workaholism and challenge / hindrance stressors were assessed in the evening survey, with positive and negative work-home spillover being assessed during the night survey.

Workday workaholism. Workaholism was measured with the Dutch Workaholism Scale, which was developed and validated by Schaufeli, Shimzau, & Taris (2009). The scale contains ten items with two subscales: working excessively, and working compulsively. A sample item for this scale is: "Today at work, I seemed to be in a hurry and racing against the

clock”. All items for this scale were rated on a 7-point Likert scale from 1 (Strongly disagree) to 7 (Strongly agree). The alpha for this scale was previously found to be between .68 to .78 (Schaufeli et al., 2009). The alpha for this study ranges from .65 to .79 across the 5-day period.

Workday challenge stressors. Challenge stressors were measured as part of the challenge / hindrance measure by Zhang, LePine, Buckman, & Wei (2014). The scale contains 6 items measuring challenge stressors. A sample item for this scale is: “Today, I had to complete a lot of hard work”. All items for this scale were rated on a 7-point Likert scale from 1 (Strongly disagree) to 7 (Strongly agree). The alpha for this scale was previously found to be .82 (Zhang et al., 2014). The alpha for the current study ranges from .88 to .94 across the 5-day period.

Workday hindrance stressors. Hindrance stressors were measured as part of the challenge / hindrance measure by Zhang, LePine, Buckman, & Wei (2014). The scale contains 7 items measuring hindrance stressors. A sample item for this scale is: “Today, I had to deal with administrative hassles”. All items for this scale were rated on a 7-point Likert scale from 1 (Strongly disagree) to 7 (Strongly agree). The alpha for this scale was previously found to be .88 (Zhang et al., 2014). The alpha for the current study ranges from .86 to .89 across the 5-day period.

Evening positive work-home spillover. Positive work-home spillover was measured with a scale from Grzywacz & Marks (2000). The scale contains 4 items, and a sample item for the scale is: “Today, the things I did at work helped me deal with personal and practical issues at home”. All items for this scale were rated on a 7-point Likert scale from 1 (Strongly disagree) to 7 (Strongly agree). The alpha for this scale was previously found to be .73 (Grzywacz & Marks, 2000). The alpha for the current study ranges from .82 to .89 across the 5-day period.

Evening negative work-home spillover. Negative work-home spillover was also measured with a scale from Grzywacz & Marks (2000). The scale contains 4 items and a sample item for this scale is: “Today, my job reduced the effort I was able to give to activities at home”. All items for this scale were rated on a 7-point Likert scale from 1 (Strongly disagree) to 7 (Strongly agree). The alpha for this scale was previously found to be .83 (Grzywacz & Marks, 2000). The alpha for the current study ranges from .85 to .94 across the 5-day period.

Control variables. Following the recommendations from Andreassen et al. (2013), I entered individual demographic variables of age, gender (1 = male, 2 = female), marital status (0 = unmarried, 1 = married), and number of children as control variables as previous studies have shown spillover to be related to these variables.

Results

Preliminary Analyses

Considering the hierarchical structure of the data, with individual observations at level-1 ($N = 386$) nested within individuals at level-2 ($N = 106$), I used multilevel modeling to test my hypotheses. In order to assess whether a multilevel framework was appropriate, I first calculated the Intraclass Correlations (ICCs) for all study variables. As can be seen in Table 1, ICC values ranged from 0.51 to 0.67 for the day-level variables, indicating between 51% to 67% of the variance between the study variables was due to between-person variation, meaning between 33% to 49% of the variation was due to within-person variation. Given that the variables of interest all showed substantial between-person variation, proceeding with a multilevel approach was appropriate. It should be noted that workaholism exhibited an ICC value of 0.55, indicating that 55% of the variance in daily workaholic behaviors was due to between-person variation,

with 45% of the variance being within-person variation. These findings provide support for Hypothesis 1.

Table 1 also displays the means, standard deviations, and bivariate within- and between-person correlations among study variables. At the within-person level, workaholism exhibited a positive correlation with negative spillover ($r = .12, p < .05$), which provides preliminary support for Hypothesis 3. However, workaholism was found to exhibit no relationship with positive spillover ($r = .10, ns$). Challenge stressors were not significantly related to negative spillover ($r = .06, ns$), or positive spillover ($r = .08, ns$). Meanwhile, hindrance stressors were found to have a positive correlation with negative spillover ($r = .18, p < .01$), but were unrelated with positive spillover ($r = .02, ns$).

Construct Validity

In order to demonstrate discriminant validity for the five measures in the current study, a five-factor Multilevel Confirmatory Factor Analysis (MCFA) was conducted, using maximum likelihood with robust standard errors (MLR), which I compared against four competing models. Specifically, a five-factor model where each construct loaded on its own respective factor was tested against a four-factor model (i.e., a model where challenge and hindrance stressors loaded onto one factor with the remaining constructs loading onto separate factors), a three factor model (i.e., a model where workaholism, challenge stressors, and hindrance stressors loaded on one factor with the remaining constructs loading on separate factors), and a one-factor model (i.e., a model where all variables loaded on a single factor). Model fit for the MCFA was evaluated using several commonly accepted goodness-of-fit indices, including the Root Mean Square Error of Approximation (RMSEA), Comparative Fit Index (CFI), chi-square tests, Akaike Information Criterion (AIC), and the Bayesian Information Criterion (BIC). Regarding the evaluation of the

RMSEA (Byrne, 2013; Kline, 2005; Vandenberg & Lance, 2000), values between .06 and .08 suggest acceptable fit, with values at or below .05 indicative of good fit. CFI values were also evaluated based on standards wherein values greater than or equal to .90 are considered acceptable, and values of .95 and above suggest good fit (Hu & Bentler, 1999; Kline, 2005). While chi-square tests have been described as an impractical test of model fit (Cheung & Rensvold, 2002), they are beneficial for model comparisons and were thus included. Additionally, based on the recommendations of Ene (2020), AIC and BIC values were also evaluated wherein the model with the lowest AIC and BIC value(s) is considered to be the best fitting model amongst the models being evaluated (DiStefano, 2016; Hox et al., 2017).

Based on the above standards, the five-factor solution yielded acceptable fit $\chi^2(161) = 347.953, p < .001, CFI = .92, RMSEA = .05$, and maintained the lowest AIC and BIC values, demonstrating that the five-factor model was superior to the alternative models, with the four-factor model demonstrating poor fit, $\chi^2(169) = 587.456, p < .001, CFI = .83, RMSEA = .07; \Delta\chi^2(8) = 286.9264, p < .01$, and all remaining alternative models similarly exhibiting poor fit, as seen in Table 2.

Hypothesis Tests

Prior to testing study hypotheses, I centered the three predictor variables (i.e., workaholism, challenge stressors, and hindrance stressors) using person-mean centering to reduce collinearity and create a zero point. For testing the hypotheses in a multilevel framework, I used two-level hierarchical linear modeling (Raudenbush & Bryk, 2002) with the lme4 package in the R project for statistical computing (Bates et al., 2014). To test the hypotheses, I started with a null model which included only the intercept as the predictor. For Model 1, the two outcomes (positive spillover and negative spillover), respectively, were regressed onto the

control variables (age, gender, marital status, and number of children), followed by the level-1 predictors (workaholism, challenge stressors, and hindrance stressors) being added in Model 2. Lastly, in Model 3 I added the two interaction terms (workaholism x challenge stressors and workaholism x hindrance stressors) alongside the variables from Model 2. Improvements in model fit were evaluated by calculating the differences of the respective -2 log likelihood statistic in successive models (i.e., evaluating model fit from the null model through model 3; Aguinis et al., 2013). The regression lines were plotted for all significant interactions to determine whether the moderation hypotheses were supported.

Hypothesis 2 stated that engaging in workaholic behavior during the workday would be negatively related to nightly positive spillover. As shown in Table 3, multilevel regression analyses revealed no relationship between workaholism and positive spillover ($\gamma = .08$, $SE = .08$, $t = 1.07$, *ns*), indicating that Hypothesis 2 was not supported. Hypothesis 3 stated that engaging in workaholic behaviors during the workday would be positively related to nightly negative spillover. Similar to Hypothesis 2, multilevel regression analyses revealed no significant relationship between workaholism and negative spillover ($\gamma = .12$, $SE = .08$, $t = 1.39$, *ns*), indicating that Hypothesis 3 was also not supported.

Furthermore, Hypothesis 4 stated that workday workaholism would interact with challenge stressors in predicting nightly positive spillover, such that the relationship would exhibit a buffering, or weakened, effect when individuals experience greater daily challenge stressors. As can be seen in Table 3, the interaction between workaholism and challenge stressors did not significantly predict positive spillover ($\gamma = .13$, $SE = .09$, $t = 1.53$, *ns*). Hypothesis 5 proposed that workday workaholism would similarly interact with challenge stressors in predicting nightly negative spillover, such that the relationship is buffered, or weakened. Once

again, the interaction between workaholism and challenge stressors was not significant in predicting negative spillover ($\gamma = .01$, $SE = .09$, $t = 0.09$, ns). These results indicate that neither Hypothesis 4, nor Hypothesis 5 were supported.

Hypothesis 6 stated that workday workaholism would interact with hindrance stressors in predicting nightly positive spillover, such that the relationship is amplified, or strengthened, when individuals experience more daily hindrance stressors. As seen in Table 3, the interaction between workaholism and hindrance stressors in predicting positive spillover was significant ($\gamma = -.29$, $SE = .10$, $t = -2.99$, $p < .01$). For further examination of the significant interaction effects, I conducted simple slopes tests at one standard deviation (SD) above and below the mean of hindrance stressors for positive spillover (Preacher et al., 2006; see Figure 1). The results indicated that the relationship between workaholism and positive spillover was positive and significant at low ($-1 SD$, simple slope = $.26$, $t = 2.68$, $p < .01$), but not high ($1 SD$, simple slope = $-.11$, $t = -1.08$, ns) levels of hindrance stressors. These findings provide support for Hypothesis 6.

Lastly, Hypothesis 7 stated that workday workaholism would interact with hindrance stressors in predicting nightly negative spillover, such that the relationship is amplified, or strengthened, when individuals experience more hindrance stressors. As shown in Table 3, the interaction between workaholism and hindrance stressors was significant in predicting negative spillover ($\gamma = .20$, $SE = .10$, $t = 1.99$, $p < .05$). Examination of the simple slopes test (see Figure 2) indicated that the relationship between workaholism and negative spillover was positive and significant at high ($1 SD$, simple slope = $.25$, $t = 2.34$, $p < .05$), but not low levels of hindrance stressors ($-1 SD$, simple slope = $-.01$, $t = -0.13$, ns). These findings provide support for Hypothesis 7.

Discussion

The present study sought to extend the current conceptualization of workaholism in the literature to consider whether this construct fluctuates over time. Currently only one study to date has examined whether workaholism may have situational influences (Balducci et al., 2018), with the primary consensus in the literature being that workaholism is a trait-like construct (Clark et al., 2016). For examination, the current study used ESM with daily diary surveys to assess whether workaholism fluctuates from one day to the next. Additionally, aligned with the Work-Home Resources Model (ten Brummelhuis & Bakker, 2012), the present study further probed whether workaholism exhibits short-term effects on work-home spillover. Lastly, this study examined the potential moderating role of challenge and hindrance stressors on the relationship between workaholism and work-home spillover.

My findings revealed that workaholism does fluctuate on a day-to-day basis, suggesting that the conceptualization of workaholism should be expanded to include the varying nature of the construct. While much of the research on workaholism has focused on the effects of trait workaholism on various outcomes, the current study underscores that it may be worthwhile to additionally explore short-term effects. Through examining the short-term effects, future research could gain insight regarding the development of these relationships over time, how short-term effects may potentially aggregate across time.

In the present study, I also probed the relationship between workaholism and work-home spillover at the day level and found that workaholism, while exhibiting bivariate associations with spillover, did not significantly predict either positive or negative spillover when controlling for challenge and hindrance stressors. At present, only one study to date has previously assessed this relationship. Using a cross-sectional research design, Andreassen and colleagues (2013)

found workaholism was negatively related to positive spillover in the home domain, while positively related to negative spillover. As the results of the current study significantly differed from the findings of Andreassen et al. (2013) regarding the predicted workaholism-spillover relationship, this divergence in findings is likely in accordance with their study designs and their respective abilities to examine relationships over time. While Andreassen et al. (2013) employed a cross-sectional study design and was only able to assess the associations at a single time point; the current study, using a daily diary design, was able to capture these relationships temporally over a short period of time (i.e., a day). The current study thus extends the literature by investigating these short-term effects which were previously unexamined, mirroring the general findings that relationships among dynamic constructs can frequently be different when examined over a shorter duration of time, and that cross-sectional research can lead to inaccurate conclusions (Maxwell & Cole, 2007; Ployhart & Vandenberg, 2010; Ployhart & Ward, 2011). These findings speak to the importance of examining both the temporal aspects and short-term effects of these relationships as the inconsistency regarding the workaholism-spillover relationship between the current study and Andreassen et al. (2013) suggest that these relationships unfold differently over time – an issue that researchers should be aware of in order to provide a more holistic picture of these relationships. It may also be the case, however, that these relationships build up over time, with future research examining these relationships at longer intervals required.

Moreover, the non-significant interactions between workaholism and challenge stressors predicting positive or negative spillover into the home domain is also worthy of future investigation. While the multiplicative effect of hindrance stressors and workaholism predicted home outcomes, the interaction between workaholism and challenge stressors did not

significantly predict the study outcomes, suggesting that these constructs do not necessarily work independently in predicting important family outcomes. It may rather be the case that these negative home outcomes (increased nightly negative spillover and decreased positive spillover) only crop up when these constructs appear in tandem. Additionally, the findings that hindrance stressors exhibited moderating effects on the relationship between workaholism and spillover into the home domain, while challenge stressors exhibited no such effects, provides mixed overall support for the challenge-hindrance stress model.

A potential reason for the absence in findings relating to challenge stressors may be a consequence of how challenge stressors are perceived. By definition, challenge stressors are demanding, exhibiting stress on the employee, but are ultimately characterized as beneficial or rewarding for the individual (Cavanaugh et al., 2000). As a result of the duality of potentially being perceived as a stressful or rewarding experience, it is possible that individuals within the current sample may have perceived challenge stressors differently, with some perceiving these stressors as stressful, and others perceiving them as rewarding. Consequently, these appraisal issues may have resulted in challenge stressors currently having no effect on spillover into the home domain. While previous research has suggested organizations increase the number of challenge stressors an employee experiences in order to assist with employee development, the current research suggests that organizations instead may first seek to understand whether challenge stressors are in fact challenges across employees. The current lack of findings regarding challenge stressors relating to spillover appears to indicate that not everyone perceives these stressors similarly. In turn, supervisors should take a proactive approach to understand how their employees appraise these stressors to leverage their associated benefits and mitigate any unfavorable outcomes.

The current study's mixed support for the challenge-hindrance stress model mirrors other recent findings testing the model. Such has been the case that recent meta-analyses on challenge and hindrance stressors (Mazzola & Disselhorst, 2019; Webster & Adams, 2019) have found a pattern of mixed results wherein the results based on the originally hypothesized dichotomization were not always supported. The findings from these meta-analyses have indicated that challenge stressors can often exhibit similar effects as hindrance stressors on employee outcomes, conflicting with the originally hypothesized differing effects. This recent pattern of findings has led to some debate (Mazzola & Disselhorst, 2019; O'Brien & Beehr, 2019; Spector, 2019) over the theoretical value of the challenge-hindrance stress model in its current form. The original conceptualization of the challenge-hindrance stress model has typically divided stressors, a priori, into the categories of challenge and hindrance stressors based on the potential associated gains for employees (O'Brien & Beehr, 2019). The field however is starting to shift, as although challenge and hindrance stressors may differ in their relationship to some work and home-related outcomes (Mazzola & Disselhorst, 2019; Webster & Adams, 2019), these relationships are often inconsistent – as was present here relating to challenge stressors and work-home spillover. As the prevailing view of the challenge-hindrance stress model has come under fire, scholars have started to suggest moving away from a primarily resource-driven model, and instead shifting towards a more appraisal-based approach to capture employee perceptions (Mazzola & Disselhorst, 2019; O'Brien & Beehr, 2019). In moving towards the appraisal of challenge vs. hindrance stressors, future research should seek to investigate how the proposed relationships between challenge and hindrance stressors and various outcomes compare between the two approaches (a priori classification vs. participant appraisal-based) for theory and model refinement.

Theoretical Implications

The current study makes several important contributions to the workaholism literature. First, I contribute to the literature on workaholism by investigating whether this construct exhibits variation on a daily basis. Previous studies have examined workaholism nearly exclusively as a stable construct; however, this approach limits our understanding of the construct. In discovering the significant within-person variability of workaholism, these findings provide researchers ample opportunities for future research. The finding that workaholism has significant within-person variability opens the door to investigate the potential short-term effects of workaholism. For instance, the correlations between the variables of interest nearly all exhibited a pattern wherein correlations at the within-person level were lower than at the between-person level, giving indication that these effects have the potential to build up over time (Abelson, 1985; Ouyang et al., 2019). My findings indicate that while workaholism may not exhibit short-term effects on positive or negative spillover, the bivariate correlations at the between-person level appear to suggest that the effects of workaholism build up over time. Considering that previous research has focused exclusively on workaholism as a trait, there is much to learn about both the favorable and unfavorable short-term effects of workaholism.

Additionally, in bringing a more nuanced approach to the current conceptualization of workaholism and focusing on the potential aggregation of effects, future research would greatly benefit from exploring the antecedents to workaholism and how the current relationships may develop over time. The findings that workaholism fluctuates over time, with the potential for effects to aggregate, suggests that there may be potential antecedents impacting workaholism. The results of the current study align with the findings of Balducci et al (2018), which suggested that workaholism has precursors such as job demands – meaning an update to the current

conceptualization of workaholism may be necessary. It has been the case that many conceptualizations of workaholism emphasize that workaholism involves feeling compelled to work because of internal pressures, rather than external factors (Clark et al., 2016; Clark et al., 2020); however, these new findings suggest that the degree to which an individual engages in workaholic behaviors may fluctuate on account of external factors (such as job demands; Balducci et al., 2018). Although speculative, with evidence for this notion still being preliminary, this study provides researchers future direction in this arena to better understand the short-term precursors of workaholism.

Practical Implications

The present research also has numerous potential industry applications. My finding that workaholism exhibits within-person variability provides researchers the opportunity to develop interventions that could serve to reduce workaholic behaviors. Given that the prior conceptualization of workaholism as a trait made interventions difficult, given the assumed stability over time, interventions can now be implemented which discourage employees from engaging in these behaviors. While no well-evaluated interventions for workaholism exist currently (Andreassen et al., 2013), the current study's findings indicate the potential to target the antecedents of workaholism to reduce the frequency of these behaviors and reduce the associated detrimental outcomes (e.g., increased counterproductive work behaviors, increased work-life conflict, and harmful impacts on an organization's culture; Clark et al., 2016; Kim, 2019). Because workaholism has important implications for both the organization and its employees, the current study underscores some of the benefits that may be leveraged in reducing the frequency of these behaviors in the workplace.

Given the finding that hindrance stressors buffer the association between workaholism and spillover, managers and organizations can additionally better equip themselves to reduce these stressors that employees encounter to promote beneficial outcomes in both the work and home domains. This can come in the form of employers reducing conflicting expectations from supervisors, or mitigating red tape that employees may encounter while performing their various job tasks, in order to reduce various detrimental outcomes (e.g., negative spillover) and increase beneficial outcomes (e.g., positive spillover).

Limitations and Future Directions

The current study has several limitations that need to be addressed. First while the current study assumed daily workaholic behaviors would result in resource loss, and in turn impact the nightly spillover levels, the current study did not explicitly measure resource loss cycles. One of the key tenets of the W-HR framework is that experiencing contextual demands requires sustained effort from the individual, resulting in resource drain and fewer resources being available for the other domain. While engaging in workaholic behaviors was assumed to be a contextual demand, without measuring resource gains and losses this cannot be fully assumed. In turn, future research should seek to assess resource gain and loss cycles in order to better understand how workaholism and challenge/hindrance stressors are related to positive and negative spillover.

In addition, my results revealed that challenge stressors did not moderate the workaholism-spillover relationship, which may be due to the fact that challenge stressors are perceived differently by different individuals. Future research may consider testing a three-way interaction between workaholism, challenge stressors, and appraisal of the challenge stressors in order to more fully assess these relationships. Promising preliminary results are already starting

to appear as researchers (Rosen et al., 2020) have found that when employees can anticipate the level of job demands, they are better able to cope with them

Lastly, while the current study focused on the relationship between workaholism, stressors, and spillover, future research can start to investigate how job-based resources may counteract some of the demands associated with workaholism, serving as a starting point for enriching work-home processes, and potentially moderating the relationships between daily workaholism and nightly positive and negative spillover. Through probing the impact of both short-term (e.g., social support) and long-term (e.g., workplace policies) resources in the workplace, future research can further expand on the potential short-term effects of workaholism on spillover into the home domain. Additionally, examining individual key resources such as an individual's optimism or self-efficacy may potentially offer an explanation for why some people are better at coping with stressors in the workplace, potentially further moderating the relationships between workaholism and spillover.

Conclusion

The current study builds on the existing literature to propose an update to the current conceptualization of workaholism. Specifically, the current study found that workaholism exhibited significant within-person variability, suggesting that while workaholism may exhibit trait-like effects, its expression may change from one day to the next. Findings also indicated that hindrance stressors exhibited a moderating effect such that outcomes in the home domain are worsened. The current lack of findings regarding challenge stressors however suggests a potential update to the challenge-hindrance stress model is needed. Overall, these results suggest significant opportunities for future research for inspecting the within-person variability of

workaholism, alongside examining several of the factors impacting non-work outcomes, and the potential incorporation of appraisals to the challenge-hindrane stress model.

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Table 1. Means, Standard Deviations, and Correlations among Variables

Variable	<i>M</i>	<i>SD</i>	<i>α</i>	ICC	1	2	3	4	5	6	7	8	9
1. Age	41.05	11.15	N/A	N/A	—								
2. Gender	1.76	0.43	N/A	N/A	.09	—							
3. Marital Status	0.66	0.47	N/A	N/A	.24**	.14**	—						
4. Number of Children	0.66	0.86	N/A	N/A	-.13**	-.11*	.39**	—					
5. Workaholism	4.13	1.09	.65 - .79	0.55	.05	.12*	.26**	.12*	—	.51**	.23**	.10	.12*
6. Challenge Stressors	4.64	1.28	.88 - .94	0.51	.06	.06	.19**	.08	.68**	—	.22**	.08	.06
7. Hindrance Stressors	2.55	1.31	.86 - .88	0.67	-.19**	.01	.20**	.20**	.60**	.38**	—	.02	.18**
8. Positive Spillover	3.38	1.29	.82 - .89	0.58	.00	-.06	-.04	-.02	-.16**	-.06	-.14**	—	-.21**
9. Negative Spillover	2.41	1.38	.85 - .94	0.61	-.26**	.09	-.03	.01	.56**	.34**	.67**	-.28**	—

Note. Correlations below the diagonal depict between-person correlations (N = 106). Person-level correlations of day-level variables are based on the person mean. Correlations above the diagonal depict within-person correlations (N = 386). Reported Cronbach's alphas of day-level variables depict the range over five workdays.

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

Table 2. *Goodness-of-Fit Statistics for All Models Tested*

Model	χ^2	<i>df</i>	SCF	CFI	RMSEA	AIC	BIC	Comparison	CD	TRd	Δ df
5 Factor MCFA											
M1: 1-factor model	1311.187***	181	0.9847	.54	.12	21072.166	21379.625	—	—	—	—
M2: 3-factor model	753.320***	175	1.0145	.77	.08	20557.247	20889.636	M1-M2	0.1155	4560.4388**	6
M3: 4-factor model	587.456***	169	0.9955	.83	.07	20389.871	20747.189	M2-M3	1.5497	115.7866**	6
M4: 5-factor model	347.953***	161	1.0042	.92	.05	20170.444	20561.001	M3-M4	0.8204	286.9264**	8

Note. Comparison made using Satorra-Bentler Scaled Chi-Square Difference Test. SCF = Scaling Correction Factor; CD = Difference Test Scaling

Correction; TRd = Satorra-Bentler Scaled Chi-Square Difference.

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

Table 3. *Multilevel Estimates for the Interactions Between Workaholism and Stressors Predicting Positive and Negative Spillover*

Predictors	Null Model			Model 1			Model 2			Model 3		
	<i>Positive Spillover</i>											
Control variables	Est	SE	<i>t</i>	Est	SE	<i>t</i>	Est	SE	<i>t</i>	Est	SE	<i>t</i>
Intercept	3.38	.10	32.45***	3.51	.58	6.03***	3.51	.58	6.02***	3.56	.59	6.06***
Age				0.00	.01	0.15	0.00	.01	0.16	0.00	.01	-0.04
Gender				-0.09	.25	-0.37	-0.09	.25	-0.37	-0.08	.25	-0.31
Marital status				-0.05	.26	-0.19	-0.05	.26	-0.19	-0.05	.26	-0.20
Number of children				0.01	.14	0.06	0.01	.14	0.07	0.00	.14	0.03
Main effects												
Workaholism							0.08	.08	1.07	0.08	.08	1.01
Challenge stressors							0.04	.06	0.68	0.06	.06	0.92
Hindrance stressors							-0.01	.07	-0.19	-0.01	.07	-0.16
Interactions												
Workaholism x challenge stressors										0.13	.09	1.53
Workaholism x hindrance stressors										-0.29	.10	-2.99**
Variance components												
Within-person (L1) variance (σ^2)		0.68			0.68			0.68			0.65	
Intercept (L2) variance (τ_{00})		0.96			0.95			0.96			0.97	
-2*log likelihood (FIML)		1138.40			1138.10			1135.10			1125.30	
Diff -2*log					0.21			3.06			9.79**	
<i>df</i>					4			3			2	
Pseudo R ²		0.00			0.00			0.00			0.02	

Table 3. *Continued*

Predictors	Null Model			Model 1			Model 2			Model 3		
	<i>Negative Spillover</i>											
Control variables	Est	SE	<i>t</i>	Est	SE	<i>t</i>	Est	SE	<i>t</i>	Est	SE	<i>t</i>
Intercept	2.45	0.12	21.27***	3.20	.62	5.20***	3.19	.61	5.19***	3.09	.62	5.00***
Age				-0.03	.01	-2.94**	-0.03	.01	-2.93**	-0.03	.01	-2.77**
Gender				0.27	.26	1.04	0.28	.26	1.05	0.28	.26	1.06
Marital status				0.12	.27	0.44	0.12	.27	0.43	0.13	.27	0.46
Number of children				-0.08	.15	-0.53	-0.08	.15	-0.53	-0.07	.15	-0.48
Main effects												
Workaholism							0.12	.08	1.39	0.12	.08	1.43
Challenge stressors							-0.02	.07	-0.32	-0.02	.07	-0.31
Hindrance stressors							0.19	.07	2.78**	0.19	.07	2.73**
Interactions												
Workaholism x challenge stressors										0.01	.09	0.09
Workaholism x hindrance stressors										0.20	.10	1.99*
Variance components												
Within-person (L1) variance (σ^2)		0.77			0.77			0.74			0.73	
Intercept (L2) variance (τ_{00})		1.18			1.07			1.07			1.07	
-2*log likelihood (FIML)		1192.40			1183.10			1171.20			1167.00	
Diff -2*log					9.24			11.97**			4.14	
<i>df</i>					4			3			2	
Pseudo R ²		0.00			0.06			0.07			0.08	

Note. FIML = Full Information Maximum Likelihood

* $p < .05$. ** $p < .01$. *** $p < .001$

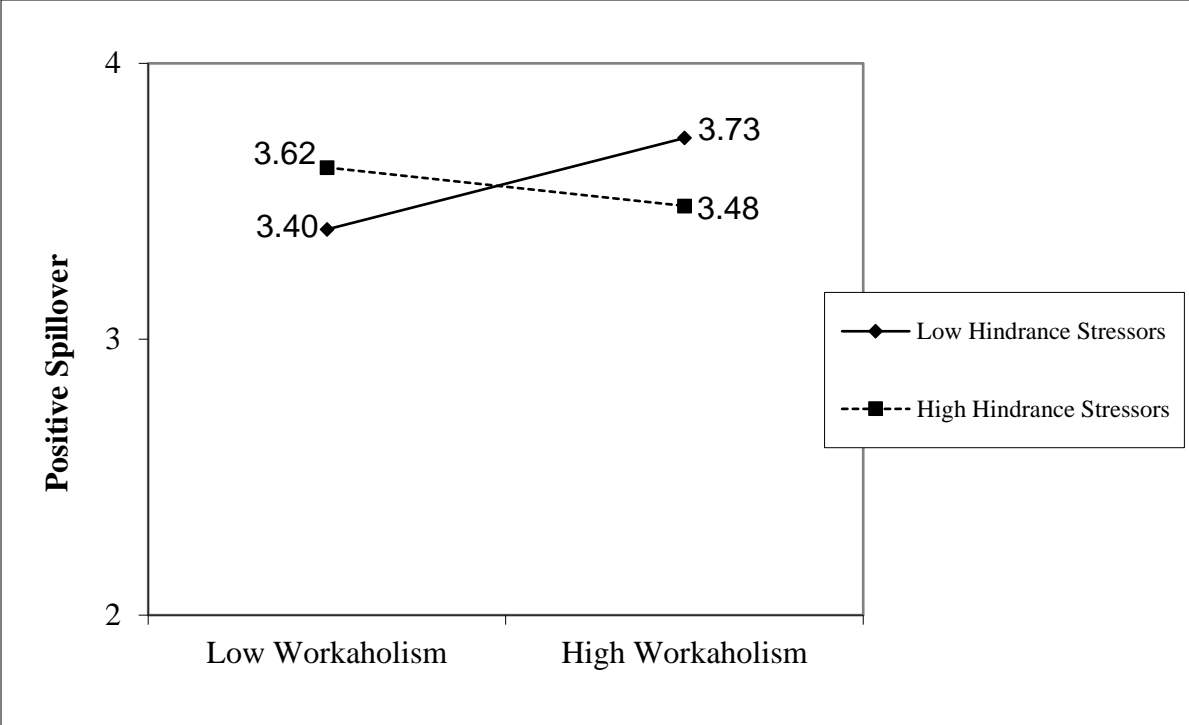


Figure 1. Two-way interaction between day-level workaholism and day-level hindrance stressors on day-level positive spillover.

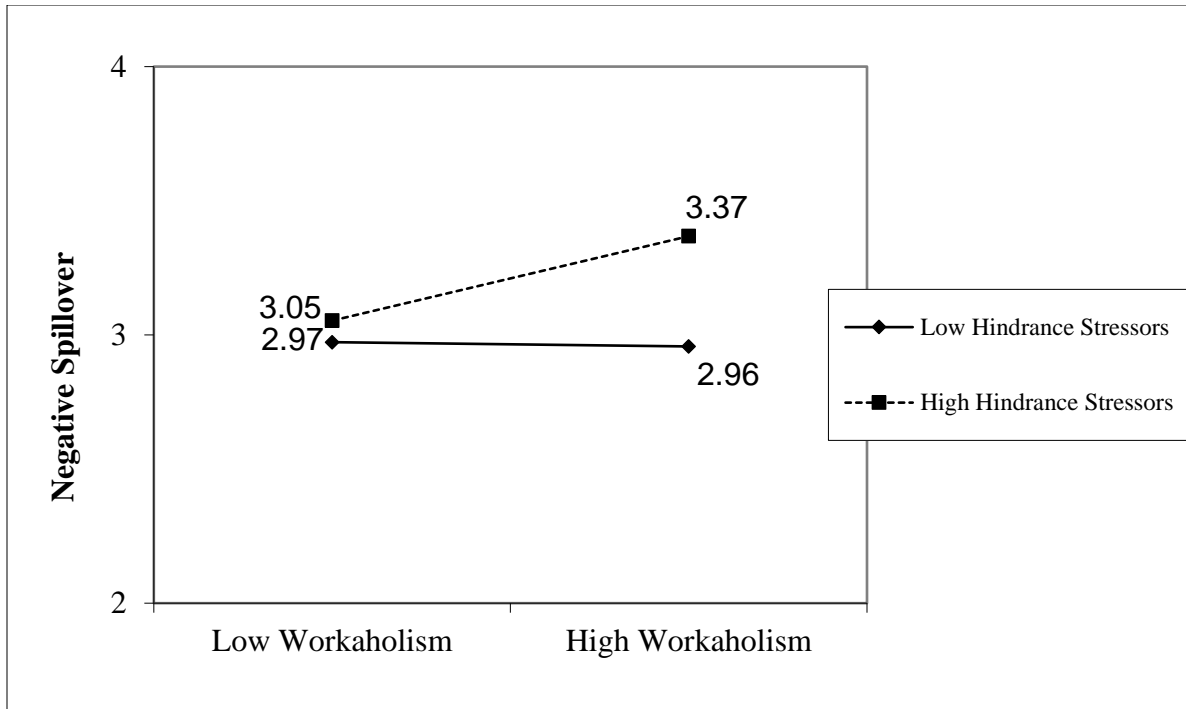


Figure 2. Two-way interaction between day-level workaholism and day-level hindrance stressors on day-level negative spillover.

Appendix

Qualification Survey

1. What is your UMD email address?
 - (Open-ended)
2. What is your current position?
 - (Open-ended)
3. Do you work from home?
 - Yes
 - No
4. Will you be on vacation from _____ 2019 to _____ 2019?
 - Yes
 - No
5. At what time do you start work each day (drop-down)?
 - Please select a time: Hour - Minute - AM/PM
6. At what time do you end work each day (drop-down)?
 - Please select a time: Hour - Minute - AM/PM
7. At what time do you go to sleep on weekdays?
 - Please select a time: Hour - Minute - AM/PM
8. Are you able to complete 5-7 minute surveys first thing EVERY MORNING RIGHT AFTER YOU REACH WORK from _____ 2019 to _____ 2019?
 - Yes
 - No

9. Are you able to complete 10-15 minute surveys EVERY EVENING BEFORE YOU LEAVE WORK from _____ 2019 to _____ 2019?
- Yes
 - No
10. Are you able to complete 10-15 minute surveys EVERY NIGHT RIGHT BEFORE GOING TO BED from _____ 2019 to _____ 2019?
- Yes
 - No
11. If eligible, would you be interested in participating in a daily study that will begin on Monday morning (DATE), and end on Friday evening the same week (DATE)? If yes, you will receive a survey in the next few days, that you can complete within seven days. Additionally, you will receive three survey links from Monday, DATE through Friday, DATE. You will be asked to complete each survey within 2 hours of receiving the link. On average, the surveys will take you no more than 15 minutes per survey. You will need to complete all three surveys in a day for at least FOUR out of five days to receive compensation. The compensation amount for this study will be a \$50 Amazon gift card.
- I am interested in participating in the study
 - I am not interested in participating in the study

Time 1 Survey- Demographic Questions

1. What is your age?
 - (drop-down menu)
2. What is your gender?

- Male
 - Female
3. Please indicate your race / ethnicity (check all that apply)
- Black / African American
 - White / Caucasian (non-Hispanic)
 - Asian / Pacific Islander
 - Middle Eastern / West Asian
 - Native American
 - Hispanic / Latino
 - Other
4. What is your highest level of education? (Please enter the highest degree you have obtained)
- Less than high school
 - GED / High school proficiency
 - Some college education without degree
 - Associate's degree
 - Bachelor's degree
 - Some post graduate education without advanced degree
 - Advanced degree (MS, MA, PhD., JD, MD, etc.)
5. What is your current marital status?
- Single, never married
 - In a relationship
 - Married

- Divorced / separated
 - Widowed
6. How many children under the age of 18 live with you?
- (Open-ended)

Challenge Stressors Scale (Zhang, LePine, Buckman, & Wei, 2014)

Directions: Please rate your agreement to the following statements:

<i>Strongly disagree</i>	<i>Disagree</i>	<i>Somewhat disagree</i>	<i>Neither agree nor disagree</i>	<i>Somewhat agree</i>	<i>Agree</i>	<i>Strongly agree</i>
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1. Today, I had to complete a lot of hard work.
2. Today, I had to work very hard.
3. Today, I had time pressure.
4. Today, I had to perform complex tasks.
5. Today, I had to multitask my assigned projects.
6. Today, I had high levels of responsibility.

Hindrance Stressors Scale (Zhang, LePine, Buckman, & Wei, 2014)

Directions: Please rate your agreement to the following statements:

<i>Strongly disagree</i>	<i>Disagree</i>	<i>Somewhat disagree</i>	<i>Neither agree nor disagree</i>	<i>Somewhat agree</i>	<i>Agree</i>	<i>Strongly agree</i>
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1. Today, I had to deal with administrative hassles.
2. Today, I experienced bureaucratic constraints to completing work (red tape).

3. Today, I received conflicting instructions and expectations from my boss or bosses.
4. Today, I had unclear job tasks.
5. Today, I received conflicting requests from my supervisor(s).
6. Today, I had disputes with coworkers.
7. Today, I had to deal with office politics.

Dutch Workaholism Scale (Schaufeli, Shimazu, & Taris, 2009)

Directions: Please rate your agreement to the following statements:

<i>Strongly disagree</i>	<i>Disagree</i>	<i>Somewhat disagree</i>	<i>Neither agree nor disagree</i>	<i>Somewhat agree</i>	<i>Agree</i>	<i>Strongly agree</i>
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1. Today at work, I seemed to be in a hurry and racing against the clock.
2. Today at work, I found myself continuing to work after my coworkers called it quits.
3. Today at work, I stayed busy and kept many irons on the fire.
4. Today at work, I spent more time working than socializing with friends, on hobbies, or on leisure activities.
5. Today at work, I found myself doing two or three things at one time, such as eating lunch and writing a memo while talking on the phone.
6. Today at work, it was important to me to work hard even when I didn't enjoy what I was doing.
7. Today at work, I felt that there was something inside me that drove me to work hard.
8. Today at work, I felt obligated to work hard, even when it was not enjoyable.
9. Today at work, I felt guilty when I took time off work.
10. Today at work, it was hard for me to relax when I was not working.

Negative Work-Home Spillover Scale (Grzywacz & Marks, 2000)

Directions: Please rate your agreement to the following statements:

<i>Strongly disagree</i>	<i>Disagree</i>	<i>Somewhat disagree</i>	<i>Neither agree nor disagree</i>	<i>Somewhat agree</i>	<i>Agree</i>	<i>Strongly agree</i>
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1. Today, my job reduced the effort I was able to give to activities at home.
2. Today, stress from work made me irritable at home.
3. Today, my job made me feel too tired to do the things that need attention at home.
4. Today, job worries or problems distracted me when I was at home.

Positive Work-Home Spillover Scale (Grzywacz & Marks, 2000)

Directions: Please rate your agreement to the following statements:

<i>Strongly disagree</i>	<i>Disagree</i>	<i>Somewhat disagree</i>	<i>Neither agree nor disagree</i>	<i>Somewhat agree</i>	<i>Agree</i>	<i>Strongly agree</i>
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1. Today, the things I did at work helped me deal with personal and practical issues at home.
2. Today, the things I did at work made me a more interesting person at home.
3. Today, having had a good day on my job made me a better companion when I got home.
4. Today, the skills I used on my job were useful for things I did at home.