

Relationship Between Work Family Conflict and Marital Satisfaction: Marital Power as a Mediator

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Keywords

Work-family conflict, work-to-family conflict, family-to-work conflict, marital power, marital satisfaction

Abstract

Work family conflict (WFC), which is defined as a specific kind of tension that stems from contradictory demands of work and family roles, is one of the important factors associated with marital satisfaction. The purpose of this study was to examine the relation between work family conflict and marital satisfaction via the mediating role of marital power on this relationship. With this purpose, data was collected from 289 individuals who were in dual-earning marriages. A survey package including a demographic information form, Work Family Conflict Scale, Personal Sense of Power Scale, and Marital Life Scale, were administered to participants. Both types of work-family conflict were negatively correlated with marital power and with marital satisfaction. Series of ANOVAs yielded significant gender differences on both forms of work-family conflict. More specifically, women experienced both forms of work-family conflict more. On the other hand, no significant gender difference was found on marital power and marital satisfaction. Results of regression analysis via Process Macro indicated that only F-to-WC significantly and negatively predicted marital satisfaction via marital power. That is, family to work conflict tended to decrease marital power; decreased marital power in turn tended to decrease marital satisfaction. These results indicate that marital power has an important role on the relation between family to work conflict and marital satisfaction. Additionally, the results indicated that family-to-work conflict is more important than work-to-family conflict in examining the relations among marriage related variables. Family related problems seem to be more important than work related problems in determining marital satisfaction.

İş-Aile Çatışması ve Evlilik Doyumu Arasındaki İlişki: Bir Aracı Değişken Olarak Evlilik Gücü

Öz

İş aile çatışması, iş ve aile rollerinin gereklerini karşılamada zorlanmadan kaynaklı bir gerilim olarak tanımlanmakta ve evlilik doyumuyla ilişkili en önemli etmenlerden biri olarak görülmektedir. Bu çalışmanın amacı, iş aile çatışması ve evlilik doyumu arasındaki ilişkiyi ve bu iki değişken arasındaki ilişkide evlilik gücünün aracılık rolünü incelemektir. Bu amaçla eşlerden her ikisinin de çalıştığı 289 evli bireyden veri toplanmıştır. Katılımcılara demografik bilgi formu, İş Aile Çatışması Ölçeği, Algılanan Güç Ölçeği ve Evlilik Yaşamı Ölçeği'nden oluşan bir anket paketi uygulanmıştır. Her iki tür iş-aile çatışması da evlilik gücü ve evlilik doyumu ile negatif yönde ilişkilidir. Yapılan bir dizi ANOVA analizi hem işten kaynaklı ve hem de aileden kaynaklı iş-aile çatışması üzerinde cinsiyetin anlamlı bir etkiye sahip olduğunu göstermiştir. Buna göre, kadımlar her iki tür iş-aile çatışmasını da daha yüksek düzeyde deneyimlemektedir. Buna karşılık, evlilik gücü ve evlilik doyumu açısından istatistiksel olarak anlamlı bir cinsiyet farkı gözlemlenmemiştir. Evlilik gücünün iş-aile çatışması türleri ile evlilik doyumu arasındaki aracılık rolünü incelemek amacıyla Process Macro kullanılarak yapılan regresyon analizi bulguları evlilik gücünün sadece aileden kaynaklı iş-aile çatışması ile evlilik doyumu arasındaki ilişkide aracı değişken rolü oynadığını göstermiştir. Yani, aileden kaynaklı iş aile çatışması arttıkça evlilik gücü azalmakta, evlilik gücü azaldıkça da evlilik doyumu düşmektedir. Bu sonuçlar, evlilik gücünün, aile kaynaklı iş aile çatışması ve evlilik doyumu arasındaki ilişkide önemli rolü olduğunu göstermektedir. Bulgular evlilikle ilgili değişkenler arasındaki ilişkilerde iş kaynaklı çatışmaya göre aile kaynaklı iş-aile çatışmasının daha önemli olduğunu göstermektedir. Evlilik doyumu üzerinde iş kaynaklı sorunlardan çok aile kaynaklı sorunların daha belirleyici olduğu görülmektedir.

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Work-family conflict (WFC) which is defined as the tension experienced due to the conflicting demands of work and family lives (Greenhaus & Beutell, 1985) is a major problem for employed women all around the world (Hagqvist et al., 2017), especially for those who are living in patriarchal societies and in which gender inequality is prevalent (Aycan & Eskin, 2005). Turkey is one of the countries in which gender inequality is higher. Turkey is ranked as 133rd among 156 countries in WEF Global Gender Gap Report (WEF-GGGR, 2021). Turkish family in general can be described as having a patriarchal structure and clear-cut gender stereotypes (Sakallı-Uğurlu et al., 2007). For example, although in Turkey participation of women in labor force is in increase (while 24% of women participated in labor force in 2006, 31% of women did in 2020, State Institute of Statistics-SIS, Women in Statistics), meeting family responsibilities such as domestic tasks, taking care of children and elderly are still viewed as the major duties of women. Therefore, in this study we aim to investigate gender differences on WFC in dual earning Turkish couples. Additionally, previous studies (Ford et al., 2007) indicated that WFC is a risk factor for marital satisfaction. That is as WFC increases marital satisfaction of individuals tend to decrease. In order to reveal underlying mechanism in this relation, it is important to investigate mediating variables. As marital power, the spouse's ability and/or potential of influencing both the other spouse and family decisions (Blood & Wolfe, 1960), is an important factor for marital relations, we also aimed to investigate potential mediating role of marital power on the association between WFC and marital satisfaction.

As it is stated previously, work-family conflict (WFC) is the tension experienced due to the contradiction between work and family roles (Greenhaus & Beutell 1985). WFC consists of two general dimensions as work-to-family conflict (W-to-FC) and family-to-work conflict (F-to-WC) each involving three sub-dimensions as time-based, strain-based, and behavior-based (Greenhaus & Beutell, 1985; Gutek et al., 1991). Work-to-family conflict is the negative influence of work roles on the family roles (e.g., due inflexible work schedule spending less time with family). Family-to-work conflict is the negative influence of family roles on work roles (e.g., not going work due to the child's sickness). Therefore, researchers suggested that WFC studies should include both forms of WFC (Gutek et al., 1991). Although both types of WFC are closely related to each other (Magnus & Viswesvaran, 2005) they have different antecedents and outcomes (Byron, 2005; Michel et al., 2011). Some of the antecedents of W-to-FC involve work-related stress, work overload, inflexible work hours, work commitment, and work support (Gutek et al., 1991; Yıldırım & Aycan, 2008). On the other hand, family-related stress, parental overload, family involvement, spousal support, and personality similarity of couples are among the antecedents of F-to-WC (Allen, et al., 2012; Aycan & Eskin, 2005; Byron, 2005; Frone et al., 1997). As can be seen, W-to-FC is predominantly predicted by work related variables, whereas F-to-WC is predominantly predicted by family related variables. Important outcomes of both types of WFC involve, but are not limited to low levels of marital satisfaction, low quality parent-child relationships, and low levels of family satisfaction (Aycan & Eskin, 2005; Byron, 2005; Fellows et al., 2016; Gali et al., 2007; Minnotte et al., 2013).

As both men and women are now involved in workforce, stress can arise due to difficulties in taking on the responsibility of multiple roles. As it is stated above, this may lead to experiencing difficulties in meeting conflicting demands of work and family domains (Greenhaus & Beutell, 1985). Work and family conflicts arising from the role uncertainties between two life domains are considered as important stressors by spouses (Pearlin & Bierman, 2013). Time spent at work or on doing housework results in decrease in marital satisfaction, especially when both spouses are full-time employees (Amato et al., 2003; Ford et al., 2007; Oshio et al., 2013; Stevens et al., 2001; Voydanoff & Donnelly, 1999; Yu & Liu, 2021). A meta-

analytic study revealed the mediating role of WFC in the relationship between job stress and lower family satisfaction (Ford et al., 2007). In a longitudinal study, work-family conflict is reported to be a negative predictor of family satisfaction and a positive predictor of couple separation (Burch, 2020). Also, people who experience higher levels of work family conflict are not supportive enough at home and this decreases the marital satisfaction of their partner (Bakker et al., 2009). Additionally, high levels of work family conflict gives rise to experiencing hostility and guilt at home which in turn predicts marital dissatisfaction (Judge et al., 2006). A recent study by Yoo (2021) indicated the negative influence of both work-to-family and family-to-work conflict on marital satisfaction of full-time married individuals in a large Korean sample. Based on previous studies following hypothesis is proposed;

Hypothesis 1: a) Work to family conflict and b) family to work conflict negatively predicts marital satisfaction.

Marital power is a variable which has various definitions in the literature. Different definitions emphasis dominance of one or both partners (Cromwell & Olson, 1975), partner's potential to influence his/her partner (Rollins & Bahr, 1976) and family-related decisions (Blood & Wolfe, 1960), and who says the last word in marriage (Brezsnyak & Whisman, 2004). Therefore, power is a critical variable in every phase of marriage (Kim et al., 2019). A recent research reported that both men and women who are more powerful in a marriage are also more satisfied with their marriage (Körner & Schütz, 2021). Spouses who experience more difficulty in maintaining a balance between work and family life will be lower regarding their marital power due to failure in meeting the responsibilities and duties of either work or family domain (Kim et al., 2013). Thus, the following hypothesis is proposed:

Hypothesis 2: a) Work to family conflict and b) family to work conflict negatively predicts marital power.

In addition, low levels of marital power, which is expected to be experienced as a result high levels of WFC, was found to be related to lower levels of marital satisfaction (e.g., Kaynak-Malatyalı & Büyüksahin Sunal, 2020). Lower levels of marital power was also related to marriage problems such as aggression (Sagrestano et al., 1999) and physical abuse (Babcock et al., 1993). Thus, we propose that marital power has a potential to mediate the relation between WFC and marital satisfaction.

Hypothesis 3: a) Work to family conflict and b) family to work conflict were expected to decrease marital satisfaction via marital power.

Even though women started to participate and have several responsibilities in work life, men do not participate housework that much (Rudman & Glick, 2012). That is, while women are expected to do outside work and housework, men are only expected to do outside work. This results in the increase of the work shift and the responsibilities of working women. Turkey is a sexist and patriarchal society in which traditional gender stereotypes are still influential. In a recent study, Sakallı and colleagues found the existence of traditional gender stereotypes in Turkish society (Sakallı et al., 2018). In line with this, studies in Turkey revealed that women are expected to accomplish domestic (households, childcare etc.) and work tasks even in cases where both of the partners have full-time jobs (e.g., Aycan & Eskin, 2005). In a similar vein, in a study managers stated that the main role of women is to be a good mother (Aycan, 2009). Compared to their European and North American counterparts, in countries in which gender inequality is prevalent such as Turkey (Glick et al., 2000), women experience greater difficulty in maintaining balance between their work and family lives. As a result, they accuse themselves of not meeting their family responsibilities properly due to their employment status (Aycan & Eskin, 2005; Derya, 2008). Therefore, gender differences are expected to emerge on WFC.

Hypothesis 4: Working women will experience more a) family to work conflict and b) work to family conflict as compared to working men.

Method

Participants

Initially, 309 participants were recruited for this study. Six participants were excluded because of reporting that they were not working, their spouses' monthly income was zero or they were divorced. Additionally, 14 participants were excluded because they did not completely respond to one or more scales. Therefore, analyses were conducted on 289 participants who were in dual-earning marriages. Among these participants, 205 (70.9%) were women and 84 (29.1%) were men. The age of the participants ranged between 24 and 64 years with a mean of 41.39 years ($SD = 9.12$). The participants predominantly had higher levels of education. More specifically, of the participants, 119 (41.2%) had postgraduate degrees, 127 (43.9%) had bachelor degrees, 9 (3.1%) had vocational school degrees, 29 (10%) had high school degrees, 3 (1%) had secondary school degrees, 2 (0.7%) had primary school degrees. Participants' duration of the marriages ranged from 2 months to 485 months (40.42 years) with a mean of 156.80 months ($SD = 119.15$). Among the participants, 222 (76.8%) reported that they have at least one child, whereas 67 (23.2%) reported that they do not have a child. Majority of the participants (72%) stated that they have either one or two children. The participants were also asked about the age of their youngest children. The mean age of the youngest child was found as 11.02 years ($SD = 8.82$, min: 1 month and max: 36.42 years). The family income of the participants varied between 3000 TL and 60000 TL with a mean of 13393.51TL ($SD = 9899.73$).

Measurements

Demographic Information Form. This section of the questionnaire included questions about the sex, age, education level, income level, duration of marriage, number of children, and the age of the youngest children.

Work- Family Conflict. The level of work-family conflict of the participants was measured by using a Work-Family Conflict Scale (WFCS) which was developed by Netemeyer et al. (1996). This scale is a global measure of WFC and it consists of two subscales involving the frequency of work to family conflict (W-to FC; e.g., “Due to work-related duties, I have to make changes to my plans for family activities”) and family to work conflict (F-to-WC; e.g., “The demands of my family or spouse/partner interfere with work-related activities”). Both scales were reported to have good reliability ($\alpha = .88$ for W-to-FC and $\alpha = .89$ for F-to-WC). Participants responded each item by using a 5- point Likert type scale (1= strongly disagree, 5= strongly agree). WFCS was adapted to Turkish culture by Aycan and Eskin (2005). The Turkish version tend to have also good reliability (.90 and .89 for the W-to-FC and the F-to-WC respectively). In the present study, the Cronbach alpha values of the scales were found as .90 for W-to-FC and .87 for F-to-WC scales.

Marital Power. Participants' marital power was measured with Personal Sense of Power Scale for marital relationships which was developed by Anderson et al. (2012). The scale consists of eight items (e.g., “I can get my spouse to do what I want.”). Participants were asked to report their level of agreement on each item by using a 5- point Likert type scale (1 = strongly disagree, 5 = strongly agree). The scale was adapted into Turkish by the first three authors of this study. In order to test the construct validity of the scale, an explanatory factor analysis using principal components extraction method was conducted. Results of this analysis supported one factor solution. However, one item (i.e., “In my marriage, if I want to, I get to make

the decisions.”) had a communality of .04 and had a factor loading of -.20. Therefore, this item was excluded from the scale. One factor solution for seven item scale explained 53.73% of total variance and had very high reliability (Cronbach’s Alpha = .85). The eigenvalue of the factor was 3.76. Factor loadings of items ranged from .66 to .83. The scale includes four reverse coded items. Four items should be reverse coded. After reverse coding these items, we averaged seven items to compute a marital power score of each participant. The higher the marital power scores, the more participants have personal sense of power in their marriages.

Marital Satisfaction. Participants’ satisfaction level with their marriage is measured by Marital Life Scale (MLS). The MLS was originally developed by Tezer (1996). It is a 10-item scale in which participants respond items via using a 5-point Likert format (1 = strongly disagree and 5 = strongly agree). The MLS measures people’s general satisfaction with their marriage (e.g., “*Our relationship is an ideal spousal relationship.*”). In this study internal consistency of the scale was computed as .91. Items were averaged to compute a marital satisfaction score. High scores of the MLS reflects a higher level of marital satisfaction.

Procedure

The data was collected in 2018 and the study was ethically approved by Ankara University Human Subjects Ethics Committee. At the beginning of the study, the participants were informed about the study and then the survey package was administered to them. Participation was voluntary and participants’ answers were kept anonymously. The application of scales took about 10 minutes.

Results

Means, standard deviations and zero-order correlations among W-to- FC, F- to-WC, marital power and marital satisfaction were computed. As can be seen in Table 1, both W- to- FC and F- to- WC are negatively and significantly correlated with marital power and with marital satisfaction. That is, as individuals had higher W-to- FC and F- to-WC both their marital power and marital satisfaction tended to decrease. In addition, marital power was significantly correlated with marital satisfaction indicating that the more the participants have marital power the more they are satisfied in their marriage. Hypotheses 1a and 1b suggested WFC and FWC as negative predictors of marital satisfaction. Results of simple linear regression analyses indicated that both WFC and FWC as negative predictors of marital satisfaction ($\beta = -.14, p < .05$ and $\beta = -.25, p < .01$ respectively). Additionally, Hypotheses 2a and 2b suggested WFC and FWC as negative predictors of marital power. Again, results of two separate simple linear regression analyses indicated that both WFC and FWC negatively predict marital power ($\beta = -.13, p < .05$ and $\beta = -.24, p < .01$ respectively). Thus, Hypotheses 1a, 1b, 2a, and 2b were all supported.

Next, in order to test Hypotheses 3a and 3b, we conducted a mediation analysis using Process Macro (Hayes, 2017). In this analysis, W- to-FC and F- to-WC were independent variables, marital power was mediating variable and marital satisfaction was dependent variable (see Figure 1). Results indicated that F-to-WC ($B = -.18, SE = .05, p < .01, 95\% CI [-.28, -.08]$), but not W- to-FC ($B = -.02, SE = .04, p = .60, 95\% CI [-.11, .06]$), significantly predicted marital power. That is, partially supporting our expectations, F- to-WC, but not W- to-FC, tended to decrease participants’ personal sense of power in their marriage. Additionally, marital power significantly predicted marital satisfaction of the participants ($B = .75, SE = .05, p < .01, 95\% CI [.66, .85]$). In other words, as marital power of participants increased, they tended to be more satisfied in their marriage.

Table 1
Descriptive Statistics and Zero-order Correlations Among Study Variables

	1	2	3	Mean (SD)
1. Family to Work Conflict	--	--	--	2.27 (.88)
2. Work to Family Conflict	.44**	--	--	2.81 (1.02)
3. Marital Power	-.24**	-.13*	--	3.75 (.71)
4. Marital Satisfaction	-.25**	-.14*	.71**	3.67 (.79)

Note. * $p < .05$ and ** $p < .01$.

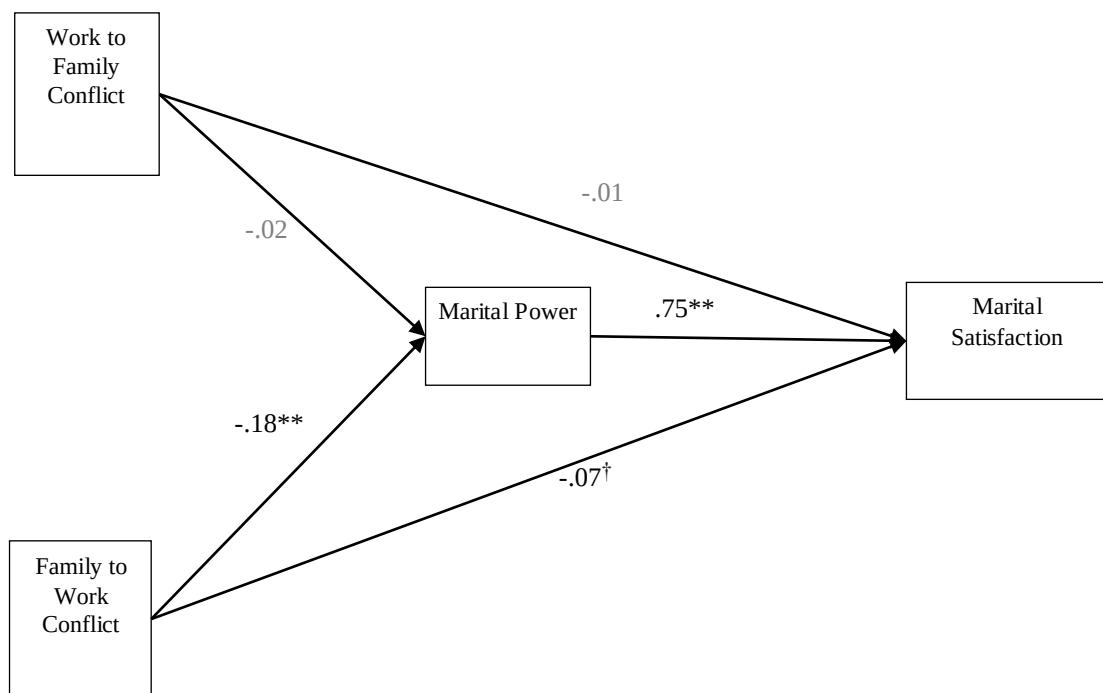


Figure 1. Mediation model predicting marital satisfaction

Note. ** $p < .01$, * $p < .05$, † $p < .10$.

Bias-corrected confidence intervals based on 5000 bootstrap samples computed to test the mediating role of marital power on the associations between F- to-WC and marital satisfaction and between W- to-FC and marital satisfaction. Results indicated that marital power mediated the relationship between F- to-WC and marital satisfaction ($B = -.14$, $SE = .05$, 95% CI $[-.22, -.05]$) but not the relationship between W- to-FC and marital satisfaction ($B = -.02$, $SE = .04$, 95% CI $[-.09, .06]$). That is, F- to-WC, but not W- to-FC, tended to decrease marital power; decreased marital power in turn tended to decrease marital satisfaction. These results supported Hypothesis 3b but did not support Hypothesis 3a. Moreover, there was a significant total effect of F- to-WC ($B = -.21$, $SE = .06$, $p < .001$, 95% CI $[-.32, -.10]$), but not W- to-FC ($B = -.03$, $SE = .05$, $p = .58$, 95% CI $[-.12, .07]$), on marital satisfaction. In addition, both the association between F- to-WC and marital satisfaction ($B = -.07$, $SE = .04$, $p = .08$, 95% CI $[-.16, .01]$) and between W- to-FC and marital

satisfaction ($B = -.01$, $SE = .04$, $p = .80$, 95% CI $[-.08, .06]$) was not significant, after controlling for marital power. The model explained 6% of variance in marital power, ($R^2 = .06$), $F(2, 286) = 8.59$, $p < .01$, and 51% of variance in marital satisfaction, ($R^2 = .51$), $F(3, 285) = 98.06$, $p < .01$.

Finally, we performed a series of ANOVAs to examine gender differences on marital power, on W-to-FC, on F-to-WC, and on marital satisfaction. While performing ANOVAs gender differences among study variables were investigated with and without controlling for age, education, partner's education, marriage duration, parental status (dummy coded, 1= Yes, 0= No) and family income. The pattern of results was similar. Therefore, we conducted ANOVAs without controlling for these variables. Results indicated that there were significant gender differences on both W-to-FC, $F(1, 287) = 5.94$, $p = .02$, $\eta^2 = .02$ and on F-to-WC, $F(1, 287) = 6.94$, $p = .01$, $\eta^2 = .02$. That is, in line with Hypotheses 4a and 4b, women experienced both more W-to-FC ($M = 2.90$, $SD = .98$ and $M = 2.58$, $SD = 1.09$ for women and men respectively) and more F-to-WC ($M = 2.36$, $SD = .90$ and $M = 2.06$, $SD = .81$ for women and men respectively) than men did. Results did not indicate any significant gender differences on marital power, $F(1, 287) = 2.74$, $p = .10$, $\eta^2 = .01$ and on marital satisfaction, $F(1, 287) = 1.22$, $p = .27$, $\eta^2 = .00$. These results showed that, male and female participants had similar scores on marital power ($M = 3.79$, $SD = .73$ and $M = 3.64$, $SD = .67$ for women and men respectively) and on marital satisfaction ($M = 3.64$, $SD = .80$ and $M = 3.75$, $SD = .74$ for women and men respectively).

Discussion

The main purpose of this study was to examine the mediating role of perceived marital power in explaining the relationship between two dimensions of WFC (i.e., W-to-FC and F-to-WC) and marital satisfaction on a sample of married individuals who are full-time employees. Results of simple linear regression analyses provided support for the predictive roles of W-to-FC and F-to-WC on both marital power and marital satisfaction. That is, W-to-FC and F-to-WC emerged as significant negative predictors of both marital power and marital satisfaction. On the other hand, results of mediation analysis showed that while there was a negative total effect of F-to-WC on marital satisfaction, total effect of W-to-FC was not significant and between the WFC dimensions only F-to-WC predicted perceived marital power significantly. Furthermore, marital power mediated the relationship between F-to-WC and marital satisfaction but not the relation between W-to-FC and marital satisfaction. Finally, in line with expectations, women were found to experience both more W-to-FC and F-to-WC.

In the mediated regression analysis, only F-to-WC was found to negatively and significantly predict marital power. This indicates that when individuals experience higher levels of F-to-WC they perceive themselves as less powerful (i.e., less influential and less dominant) in their marriage. On the other hand, there was not a relation between W-to-FC and marital power. First of all, this may be a result of the fact that F-to-WC is a variable that is more relevant for marital domain and this finding is consistent with literature (e.g., Amstad et al., 2011). While problems arising from the conflicts in the household may negatively affect marital power, problems arising from work life may not have the same effect. Similarly, F-to-WC but not W-to-FC tended to decrease marital satisfaction through marital power. This also indicates that F-to-WC has a more predictive effect on marital relationship variables than W-to-FC has. Previous studies also indicated that F-to-WC is more related to family related variables (e.g., Aycan & Eskin, 2005). In a recent longitudinal study, Chai and Schieman (2022) reported that the negative association between relationship strain, which is measured as the unequal division of housework, perceived housework unfairness, and

spousal disputes, and relationship quality becomes stronger when F-to-WC is higher providing additional support for the importance of F-to-WC for marital relationships.

Additionally, in this study, consistent with literature (Cerrato & Cifre, 2018; Quinn & Smith, 2018) compared with men, women had higher scores on both F-to-WC and W-to-FC than men. This may be a result of household responsibilities of women creates a tension for both work and family life in Turkey. In a cross-cultural study involving participants from USA, Russia, England, Turkey, and China, women were found to deal with and like/enjoy household tasks more than male participants. The effect sizes in this study were varying between .73 to 2.76 with the highest effect size was observed in the Turkish sample (Weisfeld et al., 2011). A previous study by Ayca (2004) also found that women experience more F-to-WC compared to their male counterparts indicating that women are more likely to neglect their work responsibilities due to child care and family issues. This finding is related to central role of child care and marriage issues throughout the socialization process of women. Another study conducted in Turkey also reported that women's priority is being a good mother (Ayca, 2009). Cerrato and Cifre (2018) also found that women who had higher levels of marital conflict with their partner on domestic activities were more likely to report increased level of WFC specifically F-to-WC. On the other hand, men are not expected to take household responsibilities but to be successful at work life (Rudman & Glick, 2012) and men's primary domain is work life (Altintas & Sullivan, 2016). Even when men involve in household chores they are more likely to deal with masculine tasks such as repairing, whereas women are more likely to deal with feminine tasks such as cleaning and taking care of children indicating a gender segregation in family responsibilities (Cerrato & Cifre, 2018). Therefore, men may experience less tension between family and work responsibilities which results in lower levels of F-to-WC and W-to-FC. These results shows that men's involvement in housework is necessary for decreasing women's WFC. Supporting this idea, Hagqvist et al. (2017) states that males' using unpaid leave and being more involved in child care are useful in reducing WFC. Similarly, Shockley and colleagues (2017) reported that as the level of gender egalitarianism increases, men's and women's roles become more similar. This decreases the experience of WFC. In general, these findings indicated the benefit of males' involvement in family domain in dealing with both forms of WFC. A recent longitudinal study in Germany reported perceived partner's support negative relationship with both stress- and time-based F-to-WC for women (Adams & Golsch, 2021). On the other hand, perceived partner's support was found to be negatively related to stress-based W-to-FC for men. These findings provide additional support for the prevalent view that work is predominantly accepted as a masculine domain whereas family is predominantly accepted as a feminine domain.

In this study a significant gender effect was found for both types of WFC. More specifically, women were found to suffer from both forms of WFC more than men. This is a consistent finding with the literature. This finding can be explained by both as a results of traditional gender roles which is prevalent all around the world and the patriarchal structure and conservatism in Turkey (Engin & Pals, 2018; Göksel, 2013). Supporting this Sakallı and colleagues (2018) reported that the traditional gender stereotypes are still prevalent in relationships suggesting that men still has more power in their marriage in Turkey. Moreover, Kim and colleagues (2019) stated that although women are gaining more power in their relationships due to their increased level of education, participation in labor force, and economic independence, still men are the more powerful group in relationships. In a recent study Zheng and colleagues (2022) found that women's F-to-WC has a positive direct effect on their depression in a sample of women health care employees suggesting a more critical role played by family related stress. Additionally, the relations among role conflict, burnout, and depression was found to be stronger for married women (Zheng et al., 2022).

The cross-sectional design of the current study does not allow us to draw causal conclusions in explaining the relationship between WFC, marital power and marital satisfaction. Moreover, we included married individuals not couples as participants in our study. This does not allow us to examine the partner effects of WFC on marital power and marital satisfaction. Recently researchers made a call for examining family-level outcomes rather than just focusing on individual-level outcomes in family research (Kramer & Kramer, 2021) which also suggests including both partners or children in family research. Such an approach will contribute to our knowledge on WFC. Hence, it will be better for future researchers to conduct longitudinal studies with married couples rather than married individuals. This will enable researchers to observe both within and between couple changes regarding marital power, WFC, and marital satisfaction across different phases of marriage. Besides, participants in current study were highly educated and mostly women which restricts generalization. Additionally, it will be better for future studies to examine potential antecedents, mediators, and moderators such as traditional gender ideology or couples' preferences for managing work and family roles in explaining the relations among both forms of WFC, marital power, and marital satisfaction. For example, couples' traditional gender ideology was reported as an important determinant of WFC and in turn marital quality (Li et al., 2022). Moreover, spousal similarity and expectations regarding the way they manage work and family roles (i.e., giving priority to work or to family or to both equally) is important for satisfaction with work-family balance and perceived spousal support (Junker & van Dick, 2020). Finally, in the present study, we measured both forms of WFC by using a global scale. For future research, to examine the association of sub-dimensions of both W-to FC and F-to WC (i.e., strain-based, time-based, and behavior-based) to marital power and marital satisfaction would be useful.

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