

Research Article

The Link between Work Resources and the Fulfilment of Family Demands: Mediation Analysis

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Abstract

This study aims to analyze the relationship between work resources and the fulfilment of family demands and to test the mediation effect of work-family enrichment self-efficacy on this relationship. Previous studies focus more on the antecedents and outcomes of work-family enrichment, while the psychological mechanism of work-family enrichment stays under researched. The Work-home resources model was used to looked deeper in the mechanism. A convenience sample of 233 Lithuanian employees participated in the study (85.4 per cent of women; average age 39.63 years). The scales of work resources and the scale of fulfilment of family needs have been developed on the basis of the Work-home resources model. In addition, a work-family enrichment self-efficacy scale and demographic questions were used. The results showed positive correlations between all variables tested. Work resources predict a higher level of work-family self-efficacy and the fulfilment of family demands. Meanwhile, the results showed a significant mediation effect. Study revealed that work-family enrichment self-efficacy is an important mediator that helps to better understand the mechanism of work-family enrichment.

Keywords: work-family enrichment; work-family enrichment self-efficacy; work resources; family demands; psychological mechanism.

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The link between work resources and the fulfilment of family demands: mediation analysis

Human resources experts, researchers, and policy makers have been allocating resources to better understand and support employees in balancing work and family. The struggle to reconcile work and family during the COVID-19 pandemic demonstrated the importance of managing work-family, while more companies, employees, politics, and scientists re-discovered this topic and began to pay more attention to it. Employees who struggle to balance work and family (or personal life) experience a higher level of work-family conflict when demands between life domains become incompatible and even drain resources from other life domain (e.g., work demands exceed demands in the family domain; [Carlson et al., 2000](#); [Greenhaus & Beutell, 1985](#)). Studies have shown that work-family conflict is related to higher levels of strain, turnover intentions, fatigue, depression, anxiety, lower levels of work, life, and family satisfaction ([Amstad et al., 2011](#); [Nohe et al., 2015](#)). Although conflict between work and family is still receiving more attention, it is considered that it is equally valuable (if not more) to understand, study and concentrate on the positive side of work and family interaction.

Resources can be used not only to meet demands in one life domain but can also be transferred to another domain. Work-family enrichment occurs when resources in one life domain help to experience higher performance in another life domain, for example, work experience helps to be more considerate father/mother ([Carlson et al., 2006](#); [Greenhaus & Powell, 2006](#)). Studies have shown that work-family enrichment is related to higher levels job satisfaction and life satisfaction, organizational commitment, subjective well-being, better physical and emotional health, lower levels of turnover intentions and burnout ([Claes et al., 2023](#); [Mauno et al., 2015](#); [McNall et al., 2010](#)). Studies have also shown that the lack of resources and higher demands are related to higher levels of work-family conflict ([Liao et al.,](#)



2019), while having more resources, such as support, autonomy, positive affect, are related to work-family enrichment (De Klerk et al., 2014; Hakanen et al., 2011; Lapierre et al., 2018). Researchers suggest that people have natural need to acquire, maintain, and use resources, which can help people to acquire new resources, while the loss of resources leads to stress and anxiety (Carlson et al., 2015; Hobfoll, 1989; ten Brummelhuis & Bakker, 2012; Talukder, 2019; Siu et al., 2015; Wayne et al., 2007). As can be seen from the definitions of work-family conflict and enrichment, the resource perspective can be applied to analyze interaction between work and family (ten Brummelhuis & Bakker, 2012; Wayne et al., 2007).

The Work-home resource model (ten Brummelhuis & Bakker, 2012) describes that understanding the dynamics of contextual and personal resources and demands can help to define negative and positive work-family interaction (work-family conflict and work-family enrichment respectively). The authors describe that people seek to acquire and maintain various resources to meet demands. The demands related to a specific life role (e.g., worker, father, mother, girlfriend, etc.) described in the model are divided into emotional (challenges that lead to emotional exhaustion, such as conflicts), physical, cognitive (when activities require cognitive resources, such as concentration) and quantitative (when having to perform multiple tasks). In the meantime, resources are divided into contextual (social support, autonomy, educational opportunities, feedback) and personal (physical, psychological, emotional, intellectual, and basic (e.g., money, time)). The model proposes that a) contextual work and home demands diminish and b) contextual work and home resources improve outcomes in other life domain through lost/increased personal resources (ten Brummelhuis & Bakker, 2012). Specifically, it is believed that it is not enough for a person to have contextual resources in one domain to improve performance in another domain. To achieve work-family enrichment, one must be able to transfer resources from one life domain to another.

As ten Brummelhuis & Bakker (2012) state, personal resources, such as self-efficacy, are needed to facilitate and cope with contextual demands. One must be able to apply resources to create a positive outcome from work-family interaction. The personality characteristics described in the model plays an important role. Studies have shown that personality traits such as proactive personality (Qureshi et al., 2018), core self-evaluation (Chhetri, 2019; Landolfi et al., 2020; Salehi et al., 2015), cognitive work-family boundaries (Daniel & Sonnentag, 2016), stress resistance (Mazerolle et al., 2018) are related to work-family enrichment. However, in this

study, the focus is on a person's motivation to acquire and use resources, which is operationalized as self-efficacy. A person who has higher self-efficacy has more opportunities to experience work-family enrichment. Studies (e.g., [Carlson et al., 2019](#); [Chan et al., 2016](#); [Gayathri et al., 2016](#); [Heskiau & McCarthy, 2021](#); [Kim et al., 2020](#)) have shown that general and domain specific self-efficacy is related to a higher level of work-family enrichment. Furthermore, [Heskiau and McCarthy \(2021\)](#) demonstrated the importance of work-family enrichment self-efficacy in the context of increasing perceived work-family enrichment. Since self-efficacy is task/domain-specific, work-family enrichment self-efficacy that refers to perceived ability to obtain and experience work-family enrichment ([Heskiau, 2017](#)) was analyzed. As the Work-home resource model describes, self-efficacy can be an important mediator between contextual resources and fulfilment of demand.

[Gabardo-Martins et al. \(2023\)](#) have tested the model empirically and found that in Brazil sample, positive psychological capital mediates the relationship between work resources and family demands fulfilment. However, with the growing popularity of the model, it still lacks more empirical support, especially from different cultural backgrounds. Especially, it is noticed work that demands, such as work overload, irregular work schedules, long hours of work, and overtime, are studied more than family demands, or perhaps just being better conceptualized. It can be the result of Job demands-resource model and its popularity, which ideas were just later transferred to other context, like school or family. Little is known about the relationship between work resources and general family demands and their fulfilment. Hence, to fill the gap, it is important to study family demands more comprehensively.

Therefore, the aim of the study is to analyze the relationship between perceived work resources and the fulfilment of family demands described in the Work-home resources model. Higher level of work resources is believed to have a positively effect on family demands, as evidenced by various studies, e.g., supervisor support and developmental opportunities at work are related to marital satisfaction and family functioning ([Carlson et al., 2019](#)). The spillover mechanism defines that people tend to “spill” different resources, e.g., knowledge, emotions, from one life domain to another that can either be helpful (positive spillover) or hinder fulfilment of family demands (negative spillover; [Liu & Cheung, 2015](#); [Vieira et al., 2016](#)). As stated by [Lo Presti and colleagues \(2020\)](#) work resources tend to “spill” in family domain and have a positive effect.

Hypothesis 1: Perceived higher work resources predict higher level of fulfilment of family demands.

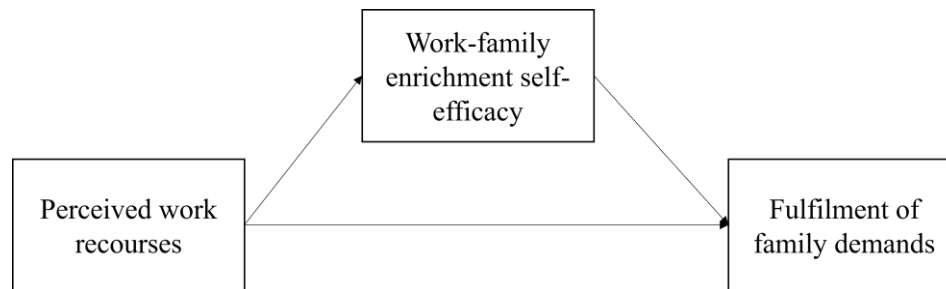


Figure 1. The proposed moderated mediation model

Furthermore, mediation analysis will be performed to test whether work-family enrichment self-efficacy mediates the relationship between personal and work resources and the fulfilment of family demands (see Figure 1). A higher level of work resources leads to lower stress and anxiety, as described in Conservation of Resources theory (Hobfoll, 1989). People tend to feel more relaxed when they feel having enough resources and feel strained when resources are lost. As van de Laar & van der Bijl (2002) stated, people tend to develop higher self-efficacy when they feel safe, relaxed, and experience positive emotions. This relaxed state, based on perceived higher level of work resources, have a positive effect on increased self-efficacy, due confidence and higher psychological safety. Higher self-efficacy may result in higher concentration towards tasks, perceived ability to deal with multiple tasks, coping with stress (Bandura, 1989; Chan et al., 2016). As stated by Gayathri and Karthikeyan (2016) self-efficacy may also lead to gain of new resources which can spillover toward benefiting other life domain. Furthermore, people with higher self-efficacy are assumed to have more personal resources (Bandura, 1989), therefore they can deal with family demands more effortlessly. Higher self-efficacy can be related to fulfilment of family demands due to higher productivity, performance, perceived personal control, and one's own judgment of what one can do with personal and contextual resources (Liu et al., 2011).

Hypothesis 2: Work-family enrichment self-efficacy mediates the relationship between perceived higher work resources and fulfilment of family demands.

This study contributes to existing literature by empirically examining the Work-home resource model. More specifically, by examining the role of self-efficacy between work resources and fulfilment of family demands. No study before has tested self-efficacy as a mediating variable. Although it is a relatively simple model, the results of this study may help to better understand the psychological process of work-family enrichment. While providing the antecedent or consequences of work-family enrichment is important, it has been done numerous times. This study helps to understand how work-family enrichment occurs by investigating the role of self-efficacy. Additionally, results may show the importance of domain specific self-efficacy.

Method

Sample

Participants included 233 people (women $n = 199$) from Lithuania, who reported having jobs and families (participants lived with partner (s)/husband/wife, children, and/or parents, brothers/sisters, etc. during the research). The mean age was 39.63 ($SD = 9.58$) and the mean work experience was 17.26 ($SD = 9.62$). From 233 people, 152 participants had at least one child during the research, 59 held a leading position in the organization.

Instrument

Work-family enrichment self-efficacy was measured using a 10-item *Work-family enrichment self-efficacy scale* by Heskiu and McCarthy (2021). Statements were measured on a Likert scale of 1 (totally disagree) to 7 (totally agree). Validity of the scale in Lithuanian sample was confirmed by Vadvilavičius & Stelmokienė (2022). General score was used in the analysis. Higher scores revealed a higher level of work-family enrichment self-efficacy. The internal consistency in the research was $\alpha = 0.96$.

Perceived work resources were measured using scale developed by the authors. Work resources were identified based on ten Brummelhuis and Bakker (2012) Work-home resource model. The model presents four contextual resources: social support, autonomy, educational opportunities, and feedback. A statement for each work resource identified in the model and one statement for the general possession of general work resources have been developed (see Appendix). Items were developed to assess perceived subjective level of resources an employee has in his/her job. Items help to assess if an employee is in general satisfied with the

level of resources, he/her has. Statements were measured on a Likert scale of 1 (totally disagree) to 7 (totally agree). General score was used in the analysis. Higher scores revealed a higher level of perceived work resources. The work resources scale was used in a pilot study by the authors, where $\alpha = .94$ was determined ($n = 76$). Using data from the current study, exploratory factor analysis without rotations produced one factor (KMO = .83, Barlett's test of Sphericity: $\chi^2(10) = 320.58$, $p < .001$; 55.42% variance explained). Confirmatory factor analysis (CFA) was used to test 1-factor solution and revealed good model fit to the data (CFI = 1.00, TLI = 1.00, SRMR = .02). The internal consistency in the research was $\alpha = .89$ (5 items).

The fulfilment of perceived family demand was measured using items developed by the researchers. Family demands were identified based on the [ten Brummelhuis and Bakker \(2012\)](#) Work-home resource model. The model presents four demands that arise in the family (and at work): quantitative requirements (overload); overtime; emotional demands; cognitive requirements. A statement for each demand identified in the model and one statement for the general satisfaction of the family's requirements have been developed. Items were developed to assess perceived fulfilment of family demands. Items help to assess if a person is in general satisfied with the level, he/she is able to manage family demands. Statements were measured on a Likert scale of 1 (totally disagree) to 7 (totally agree). The general score was used in the analysis. Higher scores revealed a higher level of family demands fulfilment. The family demands fulfilment scale was used in a pilot study by the authors, where $\alpha = .91$ was found ($n = 76$). Using data from the current study, exploratory factor analysis without rotations produced one factor (KMO = .87, Barlett's test of Sphericity: $\chi^2(10) = 617.71$, $p < .001$; 69.36% variance explained). CFA was used to test 1-factor solution and revealed good model fit to the data (CFI = .98, TLI = .96, SRMR = .03). The internal consistency in the research was $\alpha = .85$ (5 items).

Procedures

The study was carried out on a Lithuanian sample. Participants were invited to participate in a web survey through the Facebook, LinkedIn platforms and by sending invitations to various business, governmental and non-governmental organizations. Participants were informed of research objectives, research procedures and other information in an informed consent form, asked to answer socio-demographic questions, and complete the questionnaire. No personal information was collected. Participants did not receive credit or present for participating. The

procedure was approved by the Ethics Committee of Psychology Department, Vytautas Magnus University (approval no. EKL-2022.2). Data was gathered in 2023 January - July.

Data were analysed using Statistical Package for the Social Sciences (SPSS) version 29.0 and R (R Core Team, 2023), RStudio (R Core Team, 2023), and the lavaan (v. 0.6-16, Rosseel, 2012) and semTools (v. 0.5-6, Jorgensen et al., 2022) packages. For the assessment of statistical significance in the analyses that follow, $\alpha = .05$ was used as the criterion.

Results

The mean, standard deviations, and correlations of the study variables are reported in Table 1. Table 1 shows that all study variables are intercorrelated.

Table 1.

Descriptive Statistics and Correlations among Continuous Study Variables, Reliability, and Validity (N=233)

Variable	M (SD)	HTMT ratio				AVE	CR
		1.	2.	1.	2.		
1. Work-family enrichment self-efficacy	4.28 (1.42)					.70	.96
2. Work resources	5.28 (1.48)	.49		.56		.45	.80
3. Family demands fulfilment	5.20 (1.15)	.33	.36	.36	.40	.61	.89

Note. All correlations in the table are significant, $p < .01$.

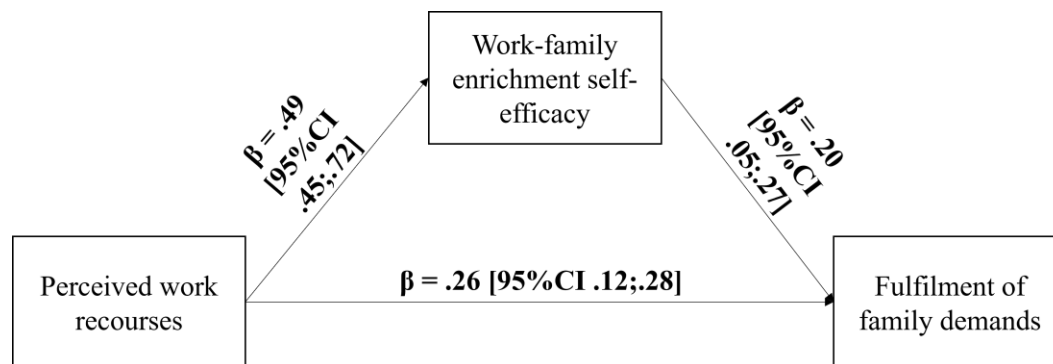
Furthermore, Table 1 presents reliability and validity results of the instruments. Average Variance Extracted (AVE) and Composite Reliability (CR) scores for perceived work resources (respectively .45 and .80), work-family enrichment self-efficacy (.70 and .96), and family demands fulfilment (.61 and .89) confirmed suitable reliability and convergent validity. Discriminant validity was also confirmed. Heterotrait-monotrait (HTMT) ratio revealed values between .36 and .56, that are below the recommended threshold of .85 (Henseler et al., 2015).

To verify the convergent validity of the constructs, CFA was conducted. A CFA model had all items loaded on their corresponding latent constructs. The results of CFA showed an adequate fit to data ($\chi^2(167) = 399.89$; $p < .001$; CFI = .93; TLI = .92; SRMR = .05). All items were loaded significantly while standardized loadings ranged from 0.55 to 0.89. Finally, to search for common method bias, the Harman's single-factor test (Podsakoff et al., 2003) was performed by



constraining all items to load on a single-factor model. The results indicated that the fit of the one-factor model was poor ($\chi^2(170) = 1161.86$; $p < .001$; CFI = .71; TLI = .67; SRMR = .15).

Structural equation model was tested to check if work-family enrichment self-efficacy links work resources to family demands fulfilment (see Figure 2). Analysis revealed that the model was saturated and fully comply with the data ($\chi^2(0) = .00$; CFI = 1.00).



Note. All results were statistically significant. Indirect effect .10 [95% CI .02; .16], total effect .36 [95% CI .23; .46].

Figure 2. Mediation analysis results.

The results show that work resources predict a higher work-family enrichment self-efficacy. Furthermore, the results show that work resources also predict greater fulfilment of family demands. Meanwhile, work-family enrichment self-efficacy predicts higher fulfilment of family demands. The results suggest that work-family enrichment self-efficacy does mediate the relationship between personal and work resources and fulfilling family demands.

Discussion

The aim of this research was to empirically test the relationship between work resources and the fulfilment of family demands. In addition, mediation analysis was performed to test whether work-family enrichment self-efficacy mediates the relationship between work resources and the fulfilment of family demands.

The current study showed that work resources, work-family enrichment self-efficacy, and fulfilling family demands were positively intercorrelated. The correlation coefficients ranged from .33 to .49. Standardized regression coefficients of structural equation model show that work

resources predict higher levels of fulfilment of family demands. As suggested by the Work-home resource model and the principle of work-family enrichment, contextual resources from work can positively influence family demands. The study has shown that when people perceive that they have higher level of work resources (social support, autonomy, educational opportunities, and feedback), they can deal with perceived family demands (overload; overtime; emotional demands; cognitive requirements) and fulfill them. These findings coincide with findings from other studies (e.g., [Haun et al., 2023](#)). To help employees deal with family demands and help to reduce work-family conflict, human resource specialists should consider improving work resources for their employees. However, it is still recommended to study other work resources and home demands that are not described in the model and analyzed in this study, e.g., family friendly organizational culture, coworkers support. Additionally, future studies should pay more attention towards objective work resources, considering that this study only measured perceived resources. For example, organizational policies, money spent for employee's education, work materials could be assessed and tested as an antecedent of fulfilment of family demands.

The structural equation model revealed that work-family enrichment self-efficacy mediates the relationship between work resources and the fulfilment of family demands. It is noted that self-efficacy has been modestly studied in the context of work-family enrichment until this day. Self-efficacy is an important personal characteristic which leads to a higher confidence that a person can gain resources, transfer them from one life domain to another and a higher motivation to transfer the resources. These results indicate that work resources, such as positive feedback, social support, and autonomy, can have a significant impact on the development of perceived self-efficacy. Results partially confirm [ten Brummelhuis and Bakker \(2012\)](#) model, in which contextual resources first affect personal resources. It can be suggested that work resources have a greater impact on the development of perceived abilities; for example, positive feedback from colleagues can increase self-efficacy. As Bandura's theory of self-efficacy suggests, positive feedback, support, confirmation, etc., are great resources to increase self-efficacy. In the meantime, work-family enrichment self-efficacy is a specific task related type of self-efficacy and may be less related to the general personal resources, like physical resources (vigor, sleep, health), suggested in the Work-home resources model. Deeper comparison of general and domain specific work-family enrichment self-efficacies in the context of work-family enrichment is needed. Also, it must be emphasizes that mediation results do not present causation. Although results can suggest potential causality, additional evidence, such as experimental



studies or longitudinal data, is needed to establish causality definitively. For practitioners it is recommended to follow [Heskiau & McCarthy \(2021\)](#) and [Heskiau \(2017\)](#) papers on how to increase employees work–family enrichment by teaching them work–family enrichment self-efficacy. Results may also suggest that practitioners do not necessarily need to invest in separate work-life/work-family initiatives. Enhancing employee`s beliefs about their abilities to achieve work-family enrichment may result in higher work-family enrichment.

It is necessary to consider the size of the indirect effect (~27.78% of the total effect) and the results of the general model. It can be said that the work-family self-efficacy only partially links work resources and the fulfilment of family demands. One possible explanation is that some demands can be fulfilled directly, e.g., money (as a work resource) can solve the need for money at home or the possibility of printing personal materials (as a work resource), like tickets for the theatre, can solve the need directly and no mediator is needed. In other words, it is suggested that some resources do not require personal involvement in the process of resource transferring. It is suggested that some resources are freely distributed in other domains of life, without additional assistance or explanation. [ten Brummelhuis and Bakker \(2012\)](#) presented four contextual resources: social support, autonomy, educational opportunities, and feedback. For example, instrumental social support (a type of social support) can be orientated towards specific family requirements without any other variables, like co-worker can drive kids to the same school in the morning. Thus, it is possible that self-efficacy is necessary for other types of resources or that there may be more unmeasured work resources. It is recommended to test deeper what kind of resources need self-efficacy for them to be transferred to other life domain and what resources can be transferred directly. Analysis of perceived and objective resources may help to better differentiate resources as requiring self-efficacy or not.

Furthermore, according to [Greenhaus and Powell \(2006\)](#), there are two paths to enrichment: instrumental and affective. The instrumental path describes the direct transfer of resources from one area of life to another, such as skills ([Greenhaus & Powell, 2006](#)). Meanwhile, the affective path defines how positive influences, positive emotions, and satisfaction are transferred from one field to another ([Greenhaus & Powell, 2006](#)). The authors suggest that these paths are distinct. Considering that emotions can be transferred indirectly, more attention could be directed toward the analysis of affective path. The Work-home resource model focusses more on instrumental path and pays less attention to work-related affect. Studies have confirmed that



work-family enrichment is related to positive work reflection (Culbertson et al., 2012; Daniel & Sonnentag, 2014; Kim & Beehr, 2023), positive affect at work (Culbertson et al., 2012; Daniel & Sonnentag, 2014), work engagement (Hakanen & Peeters, 2015; Kim & Beehr 2023). Since the Work-home resource model pays less attention to the affective path, it is suggested that only a small portion of the enrichment has been measured with the scale developed based on the model. Future research should examine the affective path alongside the instrumental path as to distinctive paths.

Additionally, this study used newly developed work resources and family demands fulfilment scales. Scales were developed as brief instruments to assess universal resources and demands based on Work – home resource model (ten Brummelhuis & Bakker, 2012). Results confirmed that there was a good internal consistency for both scales. EFA and CFA confirmed adequate structural validity. AVE index for family demands fulfilment was acceptable, however, for work resources scale AVE index was lower than expected, meaning that scale measure too little variance. However, as stated by Fornell & David (1981), although AVE index should be higher than .5 to present acceptable reliability, index between .4 and .5 is acceptable if CR score is higher than .6. Meanwhile, CR scores above .80 indicated acceptable reliability. Finally, low HTMT scores confirmed discriminant validity of both scales. Although there is not golden standard for any statistical cut-offs, future studies are encouraged to test the validity of these scales in other settings.

Limitations of the study

Research has several limitations. Only direction “work-to-family” was analyzed in the study, although work-family interaction is a bi-directional process, which means that both work and family can affect each other. It is noticed that researchers pay less attention to the direction of family-to-work. Only one direction to make the research procedures more suitable and easier for the participants was used although limiting the research findings. It is also suggested that work can provide more resources compared to family; for example, at work, one can get social support from a leader and co-workers, while at home, only from family members, work provides more opportunities to acquire new skills and knowledge etc., which is why analyzing the direction of “work-to-family” may be more informative. However, future studies should study both ways of work-family interaction to better understand the role of self-efficacy. Only Lithuanian sample was tested. Researchers are encouraged to conduct a cross-cultural study in the future to test if the tested mechanism is universal among cultures. The use of a convenience sampling



method may have resulted in self-selection bias. Furthermore, the use of self-report instruments can also have a negative impact, although statistical analysis using the Harman's single-factor revealed good results. Nevertheless, a random sampling technique for a future study to increase its generalizability could be applied. In addition, few men participated in the study, which makes it difficult to generalize the results for whole population. Future research should attempt to gather more men to participate in the research in order to obtain a more balanced sample. Also, this research used cross-sectional research design. Longitudinal or even experimental research design to test changes in variables should be applied to better understand the dynamics of tested variables. Longitudinal studies may help to understand the stability of work-family enrichment and how does resources affect it. Also, considering the affective path of enrichment and that emotions are less stable, longitudinal studies could also help to better differentiate instrumental and affective paths. Meanwhile, experimental studies could help to assess what work resources have causal effect on work-family enrichment and work-family enrichment self-efficacy. For example, implementation of [Heskiau \(2017\)](#) program may be useful to develop work-family enrichment (self-efficacy). Also, manipulating various resources, like social support from a leader or coworkers, can help to assess how different resources affect work-family enrichment. Finally, future studies may assess other personality or environment attributes as possible mediators/moderators to better explain the relationship between contextual resources and demands, e.g., optimism, core self-evaluation, social support.

Conclusions

This study tested the role of work-family enrichment self-efficacy on the relationship between work resources and fulfilment of family demands. The results have confirmed that work-family enrichment self-efficacy does mediate the relationship. By providing the role of work-family enrichment self-efficacy, 1) the Home-work resource model was confirmed; 2) deeper understanding of work-family enrichment psychological process was provided.

Data Availability

The participants of this study did not give written consent for their data to be shared publicly, so due to the sensitive nature of the research supporting data is not available.

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Competing Interests

The authors have declared that no competing interests exist.

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Appendix

Scales can be used for research purposes without the separate author's permission.

1 - *Totally disagree*; 7 - *totally agree*

<i>The fulfillment of family demands</i>	
1.	Basically, I can successfully fulfil the demands of the family.
2.	I can successfully cope with a large number of tasks in the family, i.e. when I need to do a lot of work at a fast pace.
3.	I can successfully deal with the emotional demands placed on me by the family, for example, control arising negative emotions, resolve conflicts arising in the family, etc.
4.	I can successfully cope with the physical demands placed on me in the family, such as doing physical household chores, taking care of children/parents, etc.
5.	I can successfully cope with the cognitive demands placed on me by my family, such as activities that require a lot of my attention and concentration.
<i>Work resources</i>	
1.	Basically, I have enough resources at work.
2.	I get enough social support at work (e.g., advice, support, help, etc.).
3.	I have enough autonomy at work (e.g., I can make independent decisions about how and when to work, etc.).
4.	At work, I have opportunities for additional learning (e.g., participation in qualification training, etc.).
5.	At work, I receive enough feedback (from my manager, colleagues, clients, etc.) about my work.

