

Associations between Workplace Stress and Caregiver Strain in Full-time Employed Caregivers

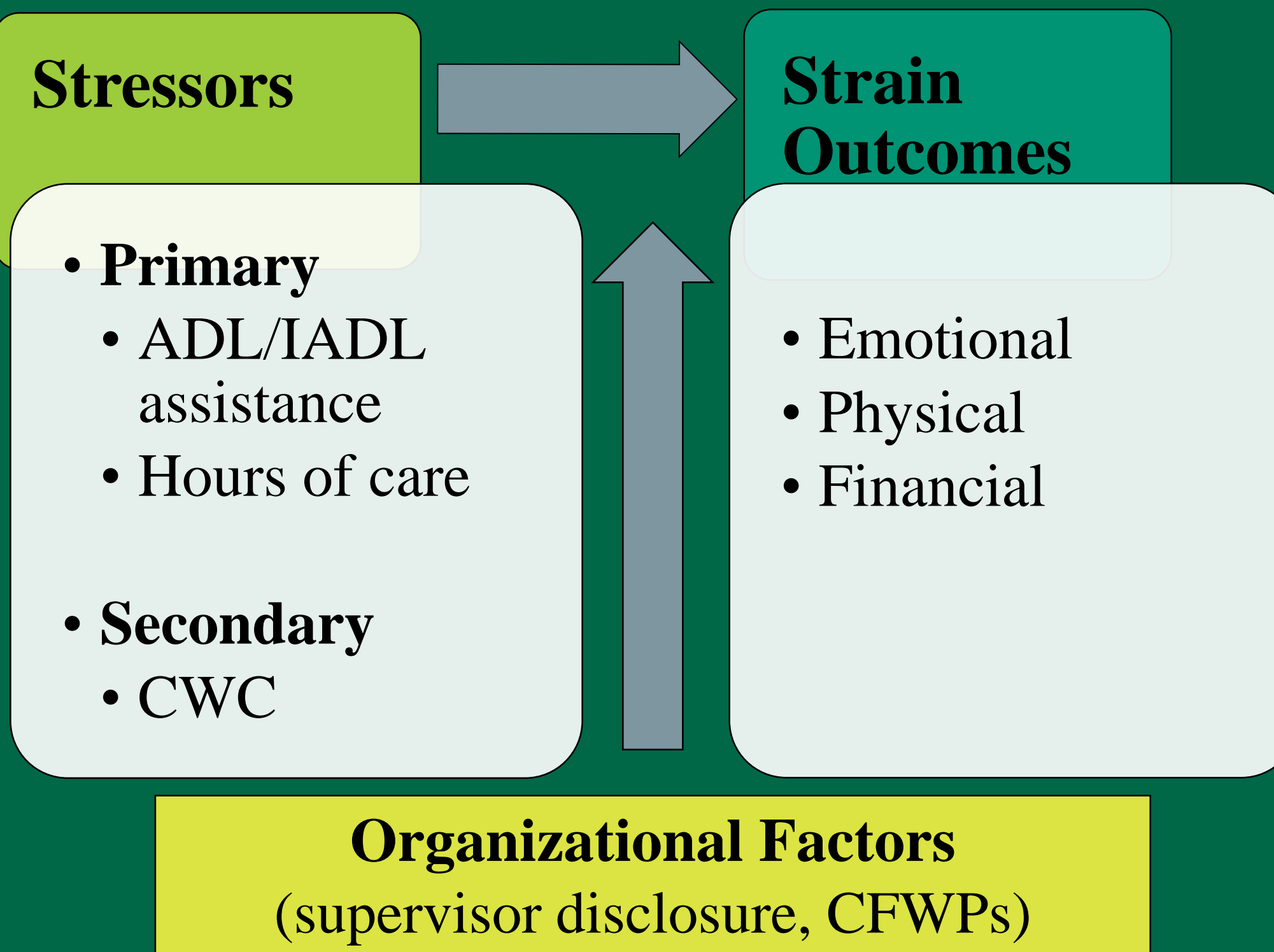
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Introduction

- ❖ 60% of informal caregivers in the U.S. are employed.
- ❖ Employed informal caregivers report caregiving to work conflict (CWC), which is associated with greater strain.
- ❖ Factors such as supervisor support and caregiver-friendly workplace policies (CFWPs) may reduce strain.
- ❖ Caregiver support sources advise that caregivers be open with supervisors about caregiving.

Conceptual Model & Aims



Aim 1: Examine the relationship between CWC and emotional, physical, & financial strain.

Aim 2: Examine whether organizational factors (supervisor disclosure, CFWPs) attenuate the relationship between primary/secondary caregiving stressors and emotional, physical, & financial strain.

Aim 3: Explore whether organizational factors (supervisor disclosure, CFWPs) moderate the relationship between CWC and emotional, physical, & financial strain.

Methodology

- ❖ Analyses included **427** employed (30+ hours/week) caregivers of older adults (aged 50+) from the nationally representative NAC and AARP *Caregiving in the U.S. 2015* online survey.

Measures

Stressors

Primary Stressors

| | |
|---------------------|--|
| ADL/IADL assistance | Yes/no questions about assistance with six ADLs and seven IADLs (13 items total) |
| Hours of care | Number of hours of care provided per week |

Secondary Stressor

| | |
|-----------------------------------|--|
| Caregiving to work conflict (CWC) | Yes/no questions about experiencing eight kinds of CWC |
|-----------------------------------|--|

Organizational Factors

| | |
|---|--|
| Supervisor disclosure | Yes/no question about whether supervisor was aware of caregiving |
| Caregiver-friendly workplace policies (CFWPs) | Number of policies offered out of five policies |

Strain Outcomes

| | |
|------------------|--------------------------------------|
| Emotional strain | Single item, five-point Likert scale |
| Physical strain | Single item, five-point Likert scale |
| Financial strain | Single item, five-point Likert scale |

❖ Hierarchical regressions:

- **Step 1:** caregiver age & primary stressors
- **Step 2:** secondary stressor
- **Step 3:** organizational factors
- **Step 4a:** CWC x Supervisor Disclosure
- **Step 4b:** CWC x CFWPs

❖ Moderation analyses:

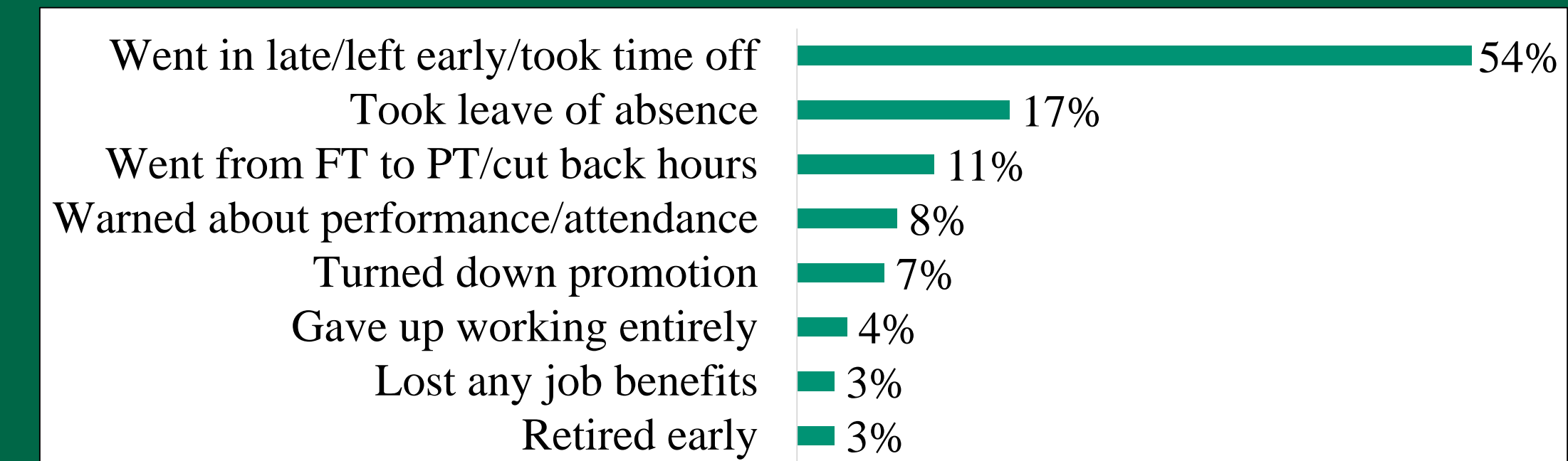
- Hayes PROCESS macros (10,000 bootstraps, 95% CI)

Description of Sample

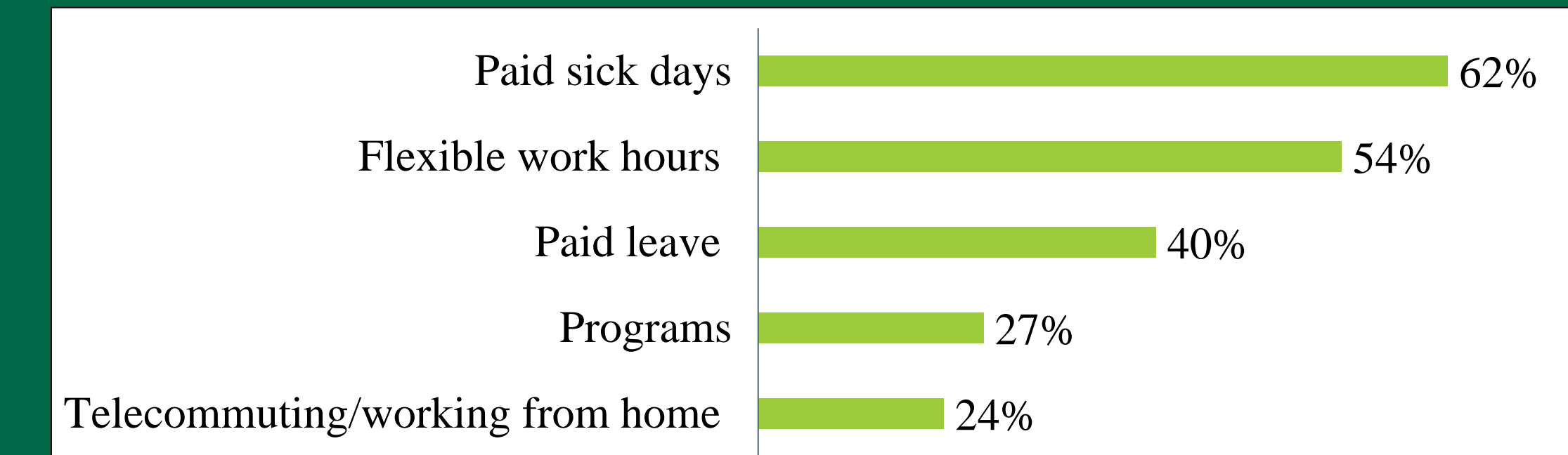
| Demographics | Stressors, Org. Factors, Strain |
|--------------------------------|--------------------------------------|
| Age (<i>M</i>) = 46 | ADL/IADL assistance (<i>M</i>) = 6 |
| Sex (female) = 53% | Hours of care/week (<i>M</i>) = 21 |
| Race (White) = 48% | CWC (<i>M</i>) = 1 |
| Marital status (married) = 69% | Supervisor disclosure (yes) = 62% |
| Education (college) = 74% | CFWPs (<i>M</i>) = 2 |
| Income (< \$100k/year) = 70% | Emotional strain (<i>M</i>) = 3 |
| | Physical strain (<i>M</i>) = 2.4 |
| | Financial strain (<i>M</i>) = 2.4 |

Results

CWC Reported by Sample



CFWPs Reported by Sample

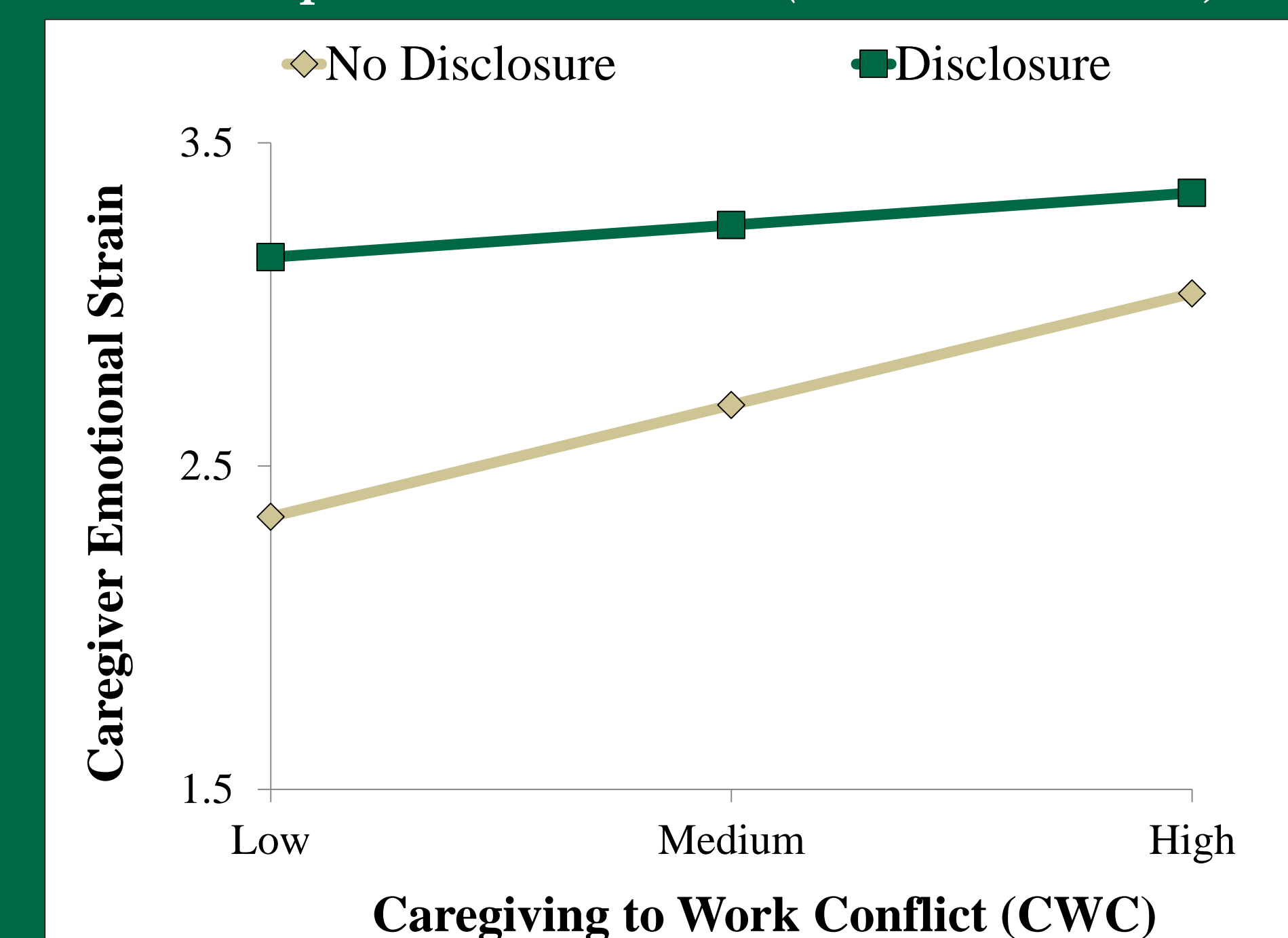


Regression table

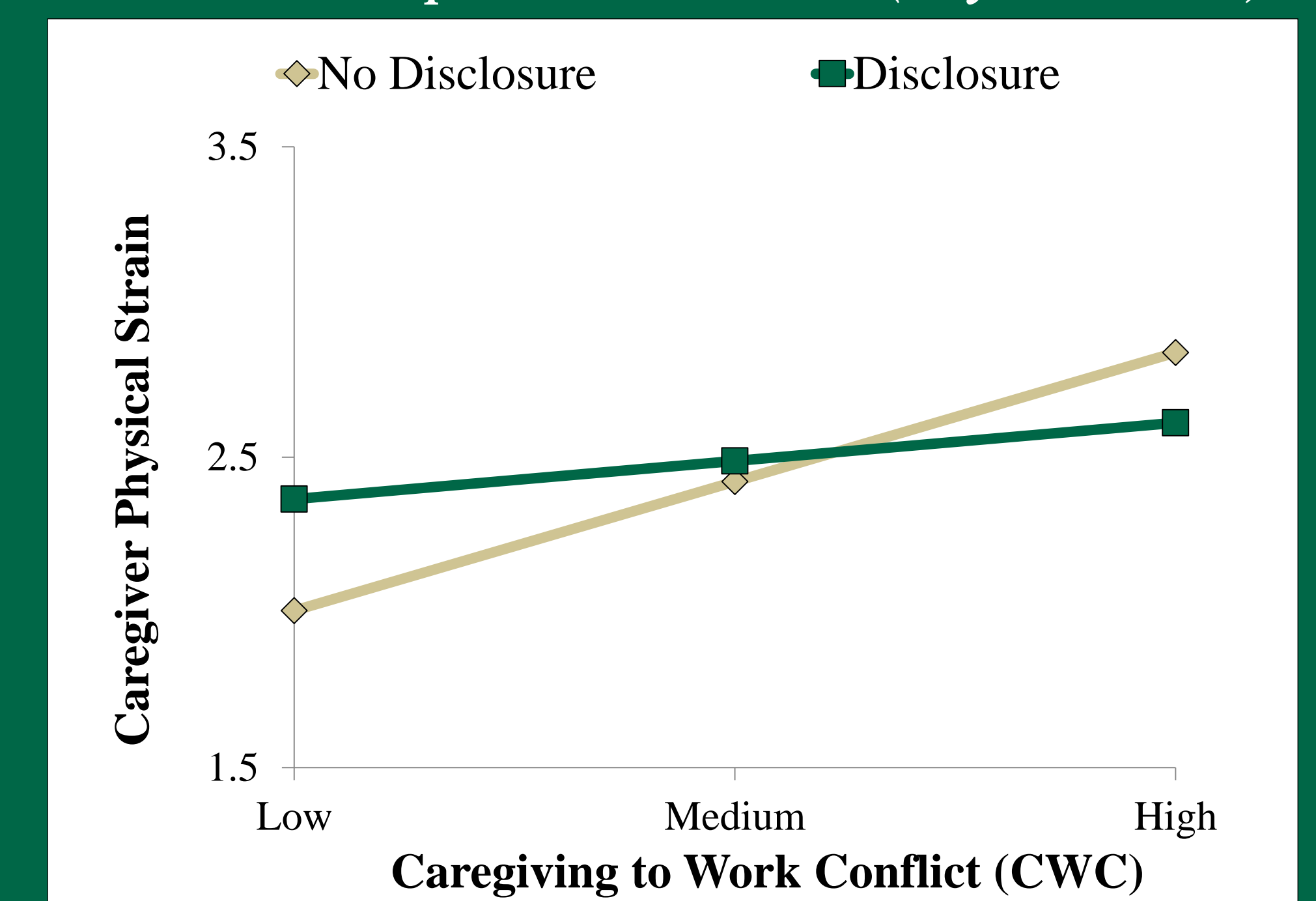
| Predictor | Emotional Strain | | Physical Strain | | Financial Strain | |
|-----------------------------|------------------|---------|-----------------|---------|------------------|---------|
| | ΔR^2 | β | ΔR^2 | β | ΔR^2 | β |
| Step 1 | .06** | | .16** | | .06** | |
| CG age | | .08 | | .09* | | -.06 |
| ADL/IADL assistance | | .20** | | .33** | | .13* |
| Hours of care | | .02 | | .10 | | .15* |
| Step 2 | .03** | | .04** | | .08** | |
| CWC | | .19** | | .20** | | .30** |
| Step 3 | .04** | | .01 | | .00 | |
| Supervisor disclosure | | .22** | | .04 | | .01 |
| CFWPs | | -.06 | | -.08 | | -.03 |
| Step 4a | .01* | | .02** | | .01 | |
| CWC x Supervisor Disclosure | | -.21* | | -.26** | | -.16 |
| Step 4b | .00 | | .00 | | .00 | |
| CWC x CFWPs | | -.03 | | -.08 | | -.04 |
| Total R ² a | .14 | | .22 | | .14 | |
| Total R ² b | .13 | | .21 | | .14 | |

Note. Bold indicates significant results. **p* < .05, ***p* < .001

CWC X Supervisor Disclosure (Emotional strain)



CWC X Supervisor Disclosure (Physical strain)



Conclusions

- ❖ CWC is associated with greater emotional, physical, and financial strain.
- ❖ It is not always advantageous to disclose caregiving to a supervisor, especially under low levels of CWC. Future research should examine factors that make disclosure advantageous to caregivers (e.g. timing, communication method, supportive supervisor behavior).
- ❖ Use of CFWPs (not just their existence) should be measured and organizational support for these policies may be an appropriate focus.

References

- A.F. Hayes, PROCESS: A versatile computational tool for observed variable mediation, moderation, and conditional process modeling, The Ohio State University, 2012.