

Daily work and family experiences of civilian-employed service members and their spouses/partners in Oregon

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TOPIC/TARGET AUDIENCE: Public health professionals, employers, military members, couples

ABSTRACT: Over 2.7 million US service members have served in the military since 9/11. Despite the large number of service members returning from the Iraq and Afghanistan wars, relatively little research has focused on their reintegration into the civilian workforce. The goal of the Study for Employment Retention of Veterans (SERVe) is to train supervisors to better support their service member employees, and to improve the health and well-being of service members and their families in Oregon. Although research has examined the effects of deployment on military couples, less is known about these couples after reintegration. Using 32-day daily diary data, we examine daily work-family conflict and mood of both the service member and their spouse/partner. Results based on 109 couples demonstrate that service member experiences of work-family role conflict are associated with greater negative mood and lower positive mood that same day for both service members and their spouse/partners; supportive supervisors, however, buffered these effects. By understanding day-to-day couples dynamics at work and home, this study has the potential to inform opportunities to improve the well-being of Oregon employees and families who have given so much for our country and society.

OBJECTIVE(S): Describe the daily experiences of employed service members and their spouses/partners. Identify the role of supervisor support in reducing work-family conflict for employees who have served in the military.

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