Contents

Foreword by Rosabeth Moss Kanter  xi
Acknowledgments xv
About the Contributors xvii

I: FAMILIES AND JOBS IN THE 21ST CENTURY

1 Charting New Territory: Advancing Multi-Disciplinary Perspectives, Methods, and Approaches in the Study of Work and Family 1
Marcie Pitt-Catsouphes, Ellen Ernst Kossek, and Stephen Sweet

2 Understanding Diversity of Work in the 21st Century and Its Impact on the Work-Family Area of Study 17
Amy S. Wharton

3 Understanding Diversity of Families in the 21st Century and Its Impact on the Work-Family Area of Study 41
Stephen R. Marks

II: DISCIPLINARY APPROACHES AND THEORETICAL PERSPECTIVES

Introduction: The Insights Gained From Integrating Disciplines 67
Ellen Ernst Kossek, Stephen Sweet, and Marcie Pitt-Catsouphes

4 Caregiving and Wage-Earning: A Historical Perspective on Work and Family 73
Eileen Boris and Carolyn Herbst Lewis

5 Work-Family Policies: The United States in International Perspective 99
Erin L. Kelly

6 Demographic Implications for Work-Family Research 125
Martha Farnsworth Riche

7 Family Studies: Situating Everyday Family Life at Work, in Time, and Across Contexts 141
Anisa M. Zvonkovic, Megan L. Notter, and Cheryl L. Peters

8 The Anthropology of the Workplace and the Family 165
Pete Richardson
CONTENTS

9 Advancing a Career Focus on Work and the Family: Insights From the Life Course Perspective  
Stephen Sweet and Phyllis Moen  
189
10 Role Theory Perspectives on Work and Family  
Rosalind Chait Barnett and Karen C. Gareis  
209
11 Experimental Social Psychology and the Study of Work and Family  
Francine M. Deutsch  
223
12 Sociological Perspectives on Families and Work: The Import of Gender, Class, and Race  
Naomi Gerstel and Natalia Sarkisian  
237
13 The Role of Economics in Work-Family Research  
Robert Drago and Lonnie Golden  
267
14 Work and Family From an Industrial/Organizational Psychology Perspective  
Cynthia A. Thompson, Laura L. Beauvais, and Tammy D. Allen  
283
15 A Legal Perspective on Family Issues at Work  
Mary C. Still and Joan C. Williams  
309
16 Connecting Social Work Perspectives to Work-Family Research and Practice  
Marcie Pitt-Catsouphes and Jennifer E. Swanberg  
327

III: METHODOLOGICAL APPROACHES

Introduction: How Diverse Methodologies Inform Understandings of Work and Family Relations  
Stephen Sweet, Marcie Pitt-Catsouphes, and Ellen Ernst Kossek  
361
17 Ethnography and Working Families  
Charles N. Darrah  
367
18 Video Ethnography and Ethnoarchaeological Tracking  
Elinor Ochs, Anthony P. Graesch, Angela Mittmann, Thomas Bradbury, and Rena Repetti  
387
19 Using Survey Research to Address Work-Life Issues  
James T. Bond and Ellen Galinsky  
411
20 Using Focus Groups to Study Work and Family  
Janet Smithson  
435
21 Longitudinal Research on Work and Family Issues  
Ann C. Crouter and Amy E. Pirrietti  
451
22 In the Moment: The Benefits of the Experience Sampling Method  
Barbara Schneider  
469
23 Case Studies in Work-Family Research  
Suzan Lewis, Maria das Dores Guerreiro, and Julia Brannen  
489
24 Both Art and Science: Employing Organizational Documentation in Workplace-Based Research  
Susan J. Lambert  
503
25 A Multiple Stakeholder Perspective: Implications for Measuring Work-Family Outcomes  
MaryAnne Hyland and Susan E. Jackson  
527
26 Hierarchical Models for Work-Family and Life Course Research  
Raymond Swisher  
551
27 The Work-Family Conflict Construct: Methodological Implications  
Shelley M. MacDermid and Ashley Harvey  
567
### CONTENTS

<table>
<thead>
<tr>
<th>Chapter</th>
<th>Title</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>28</td>
<td>Using Mixed Methods in Research Related to Work and Family</td>
<td>587</td>
</tr>
<tr>
<td></td>
<td>Margaret B. Neal, Leslie B. Hammer, and David L. Morgan</td>
<td></td>
</tr>
</tbody>
</table>

**IV: ADVANCING POLICY AND ORGANIZATIONAL CHANGE**

<table>
<thead>
<tr>
<th>Chapter</th>
<th>Title</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>29</td>
<td>The Business Case: Managerial Perspectives on Work and the Family</td>
<td>611</td>
</tr>
<tr>
<td></td>
<td>Ellen Ernst Kossek and Alyssa Friede</td>
<td></td>
</tr>
<tr>
<td>30</td>
<td>Legislatures, Agencies, Courts, and Advocates: How Laws Are Made,</td>
<td>627</td>
</tr>
<tr>
<td></td>
<td>Interpreted, and Modified</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Chai Rachel Feldblum and Robin Appleberry</td>
<td></td>
</tr>
<tr>
<td>31</td>
<td>Work-Family Interventions and Experiments: Workplaces, Communities,</td>
<td>651</td>
</tr>
<tr>
<td></td>
<td>and Society</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Lotte Bailyn, Ann Bookman, Mona Harrington, and Thomas A. Kochan</td>
<td></td>
</tr>
<tr>
<td>32</td>
<td>The Standards of Excellence in Work-Life Integration: From Changing</td>
<td>665</td>
</tr>
<tr>
<td></td>
<td>Policies to Changing Organizations</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Brad Harrington and Jacqelyn B. James</td>
<td></td>
</tr>
<tr>
<td>33</td>
<td>The Arbitration of Work and Family Conflicts</td>
<td>685</td>
</tr>
<tr>
<td></td>
<td>Benjamin W. Wolkinson and Russell Ormiston</td>
<td></td>
</tr>
<tr>
<td>34</td>
<td>Leadership in Action: A Work and Family Agenda for the Future</td>
<td>705</td>
</tr>
<tr>
<td></td>
<td>Kathleen Christensen</td>
<td></td>
</tr>
</tbody>
</table>

**Author Index**

**Subject Index**

<table>
<thead>
<tr>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>735</td>
</tr>
<tr>
<td>761</td>
</tr>
</tbody>
</table>