The impact of home-based telework on work-family conflict in the childcare stage

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Abstract

Results from empirical research to date consistently indicate that the temporal constraints of work (total work hours and commute time) increase work-family conflict. Telework attributes such as less commuting time and greater scheduling flexibility are considered likely to reduce work-family conflict (WFC), especially for workers with very young children. This paper examines empirically whether work-family conflict is reduced in the case of home-based telework using March 2005 data from 357 employed and self-employed fathers and mothers with preschool children in Tokyo.

The major results indicate that there is a lower trend for WFC for home-based workers as opposed to those who work outside the home as far as a comparison of averages shows, but the structural equation model analysis verified that the presence/absence of home-based work does not have a direct impact on WFC. The most dominant feature of the home-based workers was their shorter work hours. These results suggest that other causes may trigger WFC in home-based work settings.

Keywords: telework, work-family conflict, home-based work, childcare, Japan

1. The Research Problem

This paper uses a Work-Family Conflict Scale to examine the impact of home-based telework on the quality of work life and family life from a psychological perspective. Work-Family Conflict (WFC) can be defined as “a form of interrole conflict in which the role pressures from the work and family domains are mutually incompatible in some respect” (Greenhaus & Beutell 1985). The fact that approximately 70% of
females with children less than three years of age do not work in Japan would suggest that it is difficult to combine work and family. Empirical research on feelings of psychological burden of females in the childcare stage reports, however, very little difference in distress and role strain by employment status (Inaba 1999a; 1999b; Matsuda 2001; Matsuoka 1999). One possible cause of this may be that distress and role strain scales are inordinately affected by non-work related distress and role strain. A scale that measures the occupation-induced sense of conflict and strain would, therefore, seem appropriate for ascertaining the impact of home-based telework on feelings of psychological strain.

According to calculations using Ministry of Land, Infrastructure and Transport data (MLIT 2003), home-based workers who answered that their main work place is their home account for 10.0% of non-primary industry self-employed and employed workers in Japan, and home-based workers using ICT (home-based teleworkers) 4.5% (Sakamoto & Spinks 2007). Home-based workers are not only free from the daily commute, they are also likely to have considerable discretion over which hours they work. These characteristics are deemed to make telework a WFC-friendly workstyle.

It has also been pointed out that women in the childcare stage account for the great majority of home-based teleworkers in Japan (Kantani 1999). Empirical studies in the U.S. also indicate that people who perceived high FWC (Family to Work Conflict) and/or whose youngest child is of a low age desire home-based work arrangements (Frone & Yardley 1996), and that home-based work schemes have a statistically positive impact on the length of career of working mothers (Glass 1996). Since both daily commute time and work hours are long in Japan, it is thought that more time availability and greater work autonomy will act to alleviate WFC during the childcare stage when housework and childcare volumes are at their peak.

However, whether home-based work alleviates work-induced WFC or not is likely to differ according to how workers utilize the greater time availability and/or work-hours discretion generated by home-based work. It is frequently assumed that it is easy to perform housework chores when working at home, which is also the place of living. However, in Japan where the traditional gender roles of male breadwinner and female home- and child-carer are the general pattern, it may only be women who engage in greater housework when working at home. Furthermore, since very little research has been done in Japan on the causes of WFC, it remains unclear as to whether the performance of more housework exacerbates or alleviates WFC.

Based on the above, this paper examines the relationship between home-based work and WFC using results from a survey on males and females with preschool children in Tokyo, focussing specifically on the following two questions: 1) how do the multiple elements of home-based work respectively affect WFC; and 2) does the volume of housework by females in the childcare stage increase under home-based work arrangements?
2. Existing research and analytical framework

2.1 The impact of home-based work on WFC

2.1.1 Home-based work and WFC
In U.S. research on the impact of home-based work on family life, it was found that the perceived work-life balance of workers at home offices with doors is not higher than workers in traditional offices (Hill et al. 1998). Empirical research in four European countries also shows that working at home, measured as number of days at home, did not affect the overall satisfaction for employees, although this research does use a different scale than WFC (Vittersø et al. 2003).

Since none of this research divides home-based work into multiple elements, it is not clear if there is, in fact, no relationship between the home as workplace and WFC, or if home-based work has no discernible impact because multiple factors cancel each other out. In this paper, home-based work is deemed to have the following three characteristics and each of their respective relationships with WFC will be examined.

1) spatial element: a shared place blurs the boundaries between work and family life;
2) time allocation: work autonomy is high;
3) time availability: the absence of commuting time creates time availability.

Other empirical studies report that it is not only work demands but also family demands that trigger WFC (Guelzow et al. 1991; Weigel et al. 1995; Kanai 2002). If the amount of housework performed by males and females with preschool children does indeed increase due to home-based work, WFC may not be alleviated. Therefore, in addition to the above three characteristics of home-based work, this paper will also explore the relationship between housework performance and WFC.

2.1.2 Work autonomy and WFC
In this paper, the degree of discretion over work hours is treated as “work autonomy”, which is defined in line with Karasek (1979) and Hackman & Oldman (1976) as “the degree of self-discretion in carrying out and scheduling work.” Since the degree of work autonomy provides flexibility in dealing with work and family life, it is thought to act as a reducer of WFC.

Existing research shows that the degree of work autonomy reduces WFC (Thomas & Ganster 1995; Butler et al. 2005; Matsuda 2006a) and improves work-life balance (Hill et al. 2001). On the other hand, it has also been reported that the absence or presence of flexitime in the place of employ has no significant relationship with WFC (Matsuda 2006a). An occupational examination of work autonomy also failed to find a significant relationship on females’ sense of family life strain (Nishimura 2005).

All of these studies, which use WFC or a scale similar to WFC, suggest that the degree of work autonomy and its function in reducing WFC may be more meaningfully treated as the awareness of workers themselves vis-à-vis specific work circumstances rather than such externalities as work arrangements and/or occupations.
2.1.3 Work hours, housework/childcare and WFC

Regarding the relationship between work hours, housework/childcare and WFC, two juxtaposed approaches exist: the rational view and the gender role perspective. Just which approach is more appropriate is the subject of debate (Matsuda 2006b). According to the rational view, the more hours one spends on the roles associated with the work and family domains, the more WFC one will perceive (Gutek et al. 1991: 561). In the gender role perspective, gender affects perceived WFC directly or as a moderator of the relationship between hours and perceived conflict. (ibid.).

In the home-based work setting, boundaries between work and family life will blur because of the spatial element. Home-based workers are in a situation where they are apt to address both work and family demands. As compared to non-home-based workers, home-based workers are more likely to respond to family demands. According to the rational view, since both male and female workers in the childcare stage usually have more demands of housework and childcare, WFC will decrease when they can easily address these family demands. Therefore, the WFC of male and female home-based workers will be lower than that of non-home-based workers. In the gender role perspective, additional hours of work in one’s own sex role domain ought to be felt as less of an imposition by the role-holder than additional hours of work in the domain traditionally associated with the other sex (Gutek et al. 1991: 561). Therefore, in a home-based work settings, while the WFC of female workers will be lower, that of male workers will not be lower.

In empirical research to date, results that support the rational view that the single greatest factor raising WFC is work hours or total work-based time constraints including total hours worked and commute time have been consistently obtained (Gutek et al 1991; Frone et al. 1997; Kanai & Wakabayashi 1998; Grzywacz et al 2002; Nishimura 2005; Matsuda 2006b, etc.). In contrast to the level of work-based time constraints during the childcare stage, which is seen as being likely to heighten WFC, a clear relationship between housework/childcare and WFC has yet to be shown (Gutek et al 1991; Matsuda 2006b), with neither the rational view nor the gender role perspective being supported. This suggests that WFC may not be a uniform reflection of gender, but rather influenced by an individual’s gender ideology.

2.2 The impact of home-based work on housework

Turning to the impact of home-based work on housework, the three characteristics of 1) spatial element: workplace; 2) time allocation: work autonomy, and 3) time availability: work hours will also be examined here. In an interview survey of European home-based workers, male respondents reported that it was easy to work long hours since work could be set about early in the morning, late at night and on the weekends (Vittersø et al. 2003). Survey results on Japanese home-based workers also indicate that women in the childcare stage tend to work late at night or early in the morning when children are asleep (Kantani 1999). Nevertheless, the direct relationship between home-based work and housework/childcare remains unclear.

One example of existing research on the relationship between work autonomy and housework/childcare is a U.S. study that found women with high work autonomy perform a great deal of housework and childcare (Silver & Goldscheider 1994). Japanese research failed to find a significant relationship between male
housework/childcare and work autonomy, which was measured by the employment categories of self-employment/freelance, private sector employment and public sector employment (Ishii-Kuntz 2004). However, given the small amount of research conducted on the impact of work autonomy on housework/childcare, neither the direction of its impact nor the strength of its gender impact are clear.

The impact of work hours and commute time on male performance of housework/childcare has been examined in terms of time availability. The time availability hypothesis presumes that whether housework/childcare is carried out is determined by whether a given individual has the time to do so or not. Accordingly, the shorter the work hours/commute time, the greater the amount of housework/childcare performed.

Existing Japanese research finds that the shorter the work hours of males with preschool children, the more housework/childcare they perform (Matsuda 2004; Tsuya & Larry. 2002). Ishii-Kuntz (2004) found that the shorter the combined length of work hours and commute time, the more housework/childcare males with preschool children perform. All of these studies which examine the time constraint hypothesis not only support it, but also report that work hours act as a major determinant of the amount of housework/childcare performed.

The results concerning the impact of commute time is less conclusive. Kohara (2000), who analyzed the housework hours of married men in their early thirties, and Ishii-Kuntz (2004), who analyzed the housework performance of males with working wives irrespective of life stage, failed to show a relationship. In contrast, Nagai (2004) and Mizouchi (2006), who both focus on male childcare performance, report that the amount of housework fell with long commute times.

Although there are no studies exploring the time availability hypothesis for female performance of housework/childcare, research does exist that shows a large difference in the female performance of housework/childcare according to part-time or full-time employment status (Shinada 1996). Hill et al. (2004) also report that in a comparison of professional women with preschool children in the same company, the part-time professionals used the difference in work hours with their full-time counterparts for housework/childcare. Based on these findings, it seems likely that work hours also have a significant impact on female performance of housework/child-care.

To sum up, the research on the relationship between the three characteristics and housework/childcare suggest that the impact of home-based work on housework/childcare will take one of the following three directions. The first prediction is that according to the time availability hypothesis, home-based work should act to increase the volume of housework/childcare. This assumes that irrespective of the large amount of housework/childcare required for males and females with preschool children, commuting to an external work place increases time constraints to such an extent that housework cannot be adequately performed. The second prediction is that home-based work only acts to increase work hours and has no impact on the amount of housework/childcare. This assumes that any improvement in time availability will be used for work since it is easy to set about work when the home is the workplace. Finally, the third prediction is that there will be a response in line with traditional gender-based divisions of labour where home-based work will act to increase the
work hours of males and the housework/childcare hours for females. It should be noted, however, that since existing research on determinants of housework/childcare volumes show that men who do not support traditional gender ideology do engage in housework/childcare (Ishii-Kuntz 2004), gender ideology may affect whether home-based work increase housework/childcare or not.

3. Research Method

3.1 The data set
The data analyzed in this paper consists of results from a survey on males and females with preschool children in three public preschool facilities in Central Tokyo and Tama City (suburban Tokyo). One male version and one female version of the survey instrument was distributed to each household with a child at the three centres to be returned by post as a male/female set. The survey was conducted in February-March 2005, with 285 responses returned out of 517 distributed (55.1% response rate).

The sample size is relatively small, but robust statistical verification is possible by limiting the number of variables in the multivariate analysis (Nakamura, 2003). Four sampling locations allowed researchers to examine diversity in the work arrangements of fathers and mothers. Although this variation in parental work arrangements can be obtained from our sampling frame, it is important to note that both central and suburban Tokyo are densely populated. Therefore, the generalization of our findings is limited to families in urban areas in Japan where the average commuting time is long. In addition, Tokyo has the lowest birth rate and the highest ratio of women leaving jobs before childbirth in Japan. These suggest that parents with preschoolers living in Tokyo tend to experience high conflict between work and family.

Males and females in paid employ were the subject of the analysis, but the sample includes those without spouses (male sample 0.6%; female sample 15.6%) and those whose spouse was not in paid employ (male sample 44.5%; female sample 4.0%). The average age of the male sample was 39.2 years and 36.1 for the female sample. Nuclear families accounted for 88.8% of the sample.

3.2 The variables

3.2.1 WFC
The WFC Scale, as per Table 1, consists of eight items covering the three elements of time conflict, role conflict and role overload. The items of this scale were selected from the WFC scale of Kanai & Wakabayashi (1998). Subscales were checked by correlations and factor analysis and validated by excluding inconsistent items. Since the Cronbach alpha for all eight items was sufficiently high at .814, the sum total of all eight items was used to construct the WFC scale\(^1\). A 4-point scale was used, responses for each item being scored as follows: 4 points for “Often”; 3 points for “Sometimes”; 2 points for “Rarely”; and 1 point for “Never”.

1
Table 1 WFC Measurement Items & Simple Aggregates

<table>
<thead>
<tr>
<th></th>
<th>male (%)</th>
<th>female (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>time</td>
<td>44.4</td>
<td>63.0</td>
</tr>
<tr>
<td>conflict</td>
<td>40.8</td>
<td>58.0</td>
</tr>
<tr>
<td>role</td>
<td>54.1</td>
<td>56.8</td>
</tr>
<tr>
<td>conflict</td>
<td>59.3</td>
<td>40.4</td>
</tr>
<tr>
<td>role</td>
<td>15.3</td>
<td>29.8</td>
</tr>
<tr>
<td>overload</td>
<td>11.7</td>
<td>48.1</td>
</tr>
<tr>
<td>feel you have no time you can use freely</td>
<td>45.5</td>
<td>44.2</td>
</tr>
<tr>
<td>feel you can’t pursue your own pastimes as you would like</td>
<td>30.8</td>
<td>39.4</td>
</tr>
<tr>
<td>feel you can’t spend enough time with your children</td>
<td>63.0</td>
<td>58.0</td>
</tr>
<tr>
<td>feel work prevents you from spending time with your family</td>
<td>40.4</td>
<td>29.8</td>
</tr>
<tr>
<td>feel family prevents you from spending time on your job</td>
<td>44.2</td>
<td>39.4</td>
</tr>
</tbody>
</table>
| feel your burden within the family is too heavy | 3.2.2 Housework
Housework is measured by NFRJ’s scales of housework which is consisted of the following six preset items: meal preparation; cleaning up after meals; buying food and daily necessities; laundry; cleaning rooms; cleaning the bath. Each item scored 5 points for “Almost every day” to 1 point for “almost never”, the sum total for the six items being used since the alpha score of these items are sufficiently high (.906).

3.2.3 Home-based work
A dummy variable was used, home-based workers being 1 and others 0. Since respondents who worked at home or in a place close to home were asked to respond “0 minutes” for commute time, all those with 0 minute commute times were classified as home-based workers.

3.2.4 Work hours
Weekly work hours are used. This is because it is not appropriate to use work hours per day for non-salaried workers, whose hours of work can vary greatly from day to day.

3.2.5 Work autonomy
A 4-point scale ranging from yes to no was used to measure work autonomy for the following two items: “I can work at my own pace”; “I can decide my work schedule”. Since the correlation r between the two items was relatively high at 0.48 (p<.01), a composite scale using totals for the two items was used.

3.2.6 Gender ideology
A 4-point scale ranging from yes to no for the question “A husband does not need to do housework if his wife is not in paid employ” was used to measure awareness of a gender-based division of labour.

3.3 Analysis
Structural equation modelling was used to analyse the impact of home-based work settings. Since this paper focuses on home-based work in terms of the three defining characteristics the work place, work autonomy and time availability as well as
housework performance, the application of structural equation modelling to identify the relationship between multiple elements is appropriate.

The endogenous variables are WFC and housework performance. The following four variables were the exogenous variables: the absence or presence of home-based, work autonomy, work hours (given) and gender ideology. The three variables of workplace (home or not), work autonomy and work hours would be mutually related. The three variables on work style and housework performance were seen as impacting on the occurrence of WFC. Gender ideology would have an impact on WFC through work hours and housework performance.

4. Results

4.1 Descriptive statistics and correlations
The number of home-based workers in the female sample was 24 (11.5%) and 18 (9.4%) in the male sample, two of the female workers being full-time employees. Females showed a higher level of WFC, female housework performance being much higher. There was a large discrepancy in weekly work hours, the female sample averaging 34.2 hours and 58.9 hours for the male sample. Statistically significant differences (t-test) for the female and male samples were noted for all items except the share of home-based workers.

Comparing averages for home-based workers and commuters by gender, while both male and female home-based workers had a lower WFC average, the difference with commuters was not statistically significant. Home-based workers show statistically significant shorter work hours and greater frequency of housework as well as a trend towards greater autonomy than commuters.

Looking at simple correlation (Table 3), work hours and home-based work showed the same relationship with housework performance and WFC for both males and females. On the other hand, the effects of gender ideology and work autonomy on housework were different by gender. Not only does the length of work hours and level of housework performance differ between males and females, the relationship between variables appears to be heterogeneous. As such, the following analysis will treat the male and female samples separately.
Table 3: Simple Correlation

<table>
<thead>
<tr>
<th>Variable Description</th>
<th>Male (n=191)</th>
<th>Female (n=166)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Variable</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>WFC</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Housework</td>
<td>-.012</td>
<td>1</td>
</tr>
<tr>
<td>Gender ideology</td>
<td>.084</td>
<td>-.332</td>
</tr>
<tr>
<td>Work hours (per week)</td>
<td>.329</td>
<td>-.183</td>
</tr>
<tr>
<td>Work autonomy</td>
<td>-.204</td>
<td>-.068</td>
</tr>
<tr>
<td>Home-based work</td>
<td>-.032</td>
<td>.129</td>
</tr>
</tbody>
</table>

+<.10 *p<.05 **p<.01 ***p<.001 (rank correlation)

4.2 Structural Equation Model Results

4.2.1 Model Fitting
Figure 1 gives the results of the structural equation model analysis using AMOS performed for the male and female samples. The model is deemed to be consistent with the data with a degree of freedom = 3, and the $\chi^2$ for males = 2.030 (p=.566) and females = .927 (p=.819). The NFI for males = .967 and females = .985, and the RMSEA for both the female and male samples = .000.

Figure 1: Structural Equation Model of WFC & Housework
4.2.2 Bivariate Relations

The following will identify the coefficients for each pass in terms of the relationship between home-based work and WFC and housework performance. Looking first at the direct effect of home-based work, no statistically significant relation was noted for either males or females between the absence/presence of home-based work and WFC. Housework increased for both males and females working from home, but was only statistically significant for females. Work hours were both female and male home-based workers was also statistically significantly shorter. There was a trend for greater work autonomy when working from home, but was only significant for males at the 0.1 level but not for females.

Turning to the impact on WFC, longer work hours for both males and females acted to increase WFC statistically significantly, but no significant relationship was observed between housework performance and WFC. High work autonomy statistically significantly reduced WFC for males, but not for females.

Regarding housework performance, longer work hours was shown to decrease this statistically significantly for both males and females, but more strongly for females. Although a trend for housework performance by females to increase with greater work autonomy was noted, the same did not apply to males. Gender ideology proved to have the strongest impact on housework performance for both males and females.

| Table 4: Unstandardized, Standardized & Significance Levels for Model in Figure 1 |
|--------------------------------------|------------------|--------------------------------------|------------------|
|                                      | Male             |                                      | Female           |
|                                      | Unstandardized   | Standardized                       |                  |
|                                      |                |                |                |
| WFC <-- Home-based work              | .171            | .009            | .895            | - .708           | - .043           | .592            |
| WFC <-- Work autonomy                | -.494           | -.185           | .009            | -.081            | -.030            | .719            |
| WFC <-- Workhour                     | .087            | .265            | .000            | .113             | .287             | .000            |
| WFC <-- Housework                    | -.019           | -.015           | .833            | .043             | .030             | .755            |
| Housework <-- Home-based work        | 1.261           | .088            | .225            | 2.199            | .195             | .012            |
| Housework <-- Workhour               | -.037           | -.139           | .054            | -.078            | -.288            | .000            |
| Housework <-- Work autonomy          | -.154           | -.072           | .308            | .268             | .143             | .076            |
| Housework <-- Gender ideology        | -1.127          | -.274           | .000            | .607             | .141             | .067            |
| Workhour <-> Home-based work         | -.968           | -.207           | .005            | -.776            | -.151            | .055            |
| Workhour <-> Work autonomy           | -.617           | -.020           | .786            | -.898            | -.290            | .000            |
| Home-based work <-> Work autonomy    | .070            | .122            | .095            | .033             | .045             | .566            |
| Gender ideology <-> Workhour         | 1.900           | .116            | .105            | -.235            | -.018            | .813            |
| Error in WFC                         | 24.703          | .000            | 30.189          | .000             |
| Error in Housework                   | 15.567          | .000            | 12.477          | .000             |
| $\chi^2$                             | 2.030           | .927            |
| df                                   | 3               | 3               |
| $p$                                  | .566            | .819            |
| NFI                                  | .967            | .985            |
| RMSEA                                | .000            | .000            |

153
5. Discussion

This paper has examined 1) how multiple facets of home-based work impact on WFC, and 2) whether housework performance by male and female home-based workers with preschool children increases or not. As far as a comparison of averages shows, there is a lower trend for WFC for home-based workers as opposed to those who work outside the home, but the structural equation model analysis verified that the presence/absence of home-based work does not have a direct impact on WFC. The most dominant feature of the home-based workers was their short work hours. Since WFC is reduced when work hours are short, this result suggests that home-based work acts indirectly to lower WFC.

Previous European research (Vittersø et al. 2003) shows that home-based work tends to lead to overwork, but this analysis identified a trend for shorter work hours. The fact that both males and females showed a tendency for shorter work hours in the case of home-based work may be a Japanese feature. In other words, putting up with long work hour restrictions and performing “buddy overtime” (tsukiai zangyo, working back late even in the absence of urgent tasks) is considered to be a sign of job enthusiasm for the Japanese salaryman, and eradicating this kind of overtime is a policy goal for Japan’s Ministry of Health & Welfare. Since home-based workers need only perform necessary tasks and do not have to engage in “buddy overtime”, it is quite likely that their work hours are shorter than those commute to external places of employ.

A further point is that because no commute is involved in home-based work, home-based workers are likely to have considerably greater time availability than their commuting counterparts. The finding that there was no direct relationship between WFC and home-based work, despite greater time availability, suggests that other causes may trigger WFC in home-based work settings. Chesley (2005) has reported that the use of ICT blurs the boundary between family and work, raising worker distress and lowering the degree of family satisfaction. Exploring factors peculiar to home-based work other than those considered in this paper would be a promising area of future research.

The findings of this analysis that for both males and females the length of hours worked heightens WFC supports the rational view that the length of time an individual spends in the work domain determines the level of WFC. An alternative view is that it is difficult to reduce work hours even if an individual’s level of WFC is high. In contrast to hours worked, no link was noted between the frequency of housework performance and WFC. This suggests that males and females with preschool children adjust housework performance in order to keep WFC below a given level.

Looking at the impact of home-based work on housework performance, the first prediction that, according to the time availability hypothesis, home-based work should act to increase the volume of housework/childcare, and the third prediction that there would be a response in line with traditional gender-based divisions of labour where home-based work would act to increase the work hours of males and the housework/childcare hours for females were partially supported by the findings. Since
the required amount of housework/childcare for males and females with very young children is high, those with time availability and/or engaged in home-based work perform a great deal of housework. However, not only does the extent differ between males and females, there already exists in the first place a large discrepancy in the level of housework performance by males and females. Not only do males perform little housework to begin with, the link between lower time constraints and/or higher work autonomy and an increase in housework is not as clear as that for females. What the analytical findings show is the influence of male gender ideology. Males who support traditional gender ideology perform almost no housework even with high time availability and work autonomy.

The extent to which traditional gender ideology is supported and the length of work hours differ from country to country. The model presented in this analysis proved to be a good fit for Japanese males and females with very young children. A future area of research would be to test the model’s suitability in other countries as well as the impact of the multiple workstyle facets on WFC.

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Notes

1. Hagiuda & Shigemasu (1996) state that treating ordinal scales as continuous variables is not inappropriate in the case that a variable has 4 or more categories.
2. The NFRJ (National Family Research of Japan) was conducted by the Japan Society of Family Sociology, and the scale of household tasks is one of the most standard scales for measuring Japanese household tasks.
3. Though treating WFC as latent variables is better than as continuous additional variables, the latent variable model is not appropriate for our small sample.

References


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