

Appendix A

Table. Correlation matrix (n = 1,751)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
1- Sex																									
2- Work-to-family conflict	.08																								
3- Family-to-work conflict	.01	.38																							
4- Work hours	.24	.23	.07																						
5-Shiftwork	.07	.07	.02	.09																					
6- Irregular work schedule	.09	.24	.01	.22	.20																				
7- Psychological demands	.05	.45	.09	.26	.02	.24																			
8- Job insecurity	.00	.33	.17	.03	.05	.09	.22																		
9- Conflict at work	.01	.23	.15	.11	.08	.15	.28	.26																	
10- Recognition	.05	.30	.19	.02	.03	.07	.22	.47	.40																
11- Skill utilization	.12	.00	.11	.19	.04	.13	.21	.18	.09	.33															
12- Decision authority	.11	.06	.12	.11	.03	.07	.08	.21	.11	.36	.63														
13- Support from colleagues	.02	.19	.12	.01	.03	.04	.11	.27	.25	.50	.26	.23													
14- Supervisor support	.02	.22	.07	.02	.02	.04	.18	.34	.29	.62	.31	.37	.37												
15- Career perspectives	.02	.15	.16	.08	.02	.00	.07	.33	.20	.51	.44	.39	.31	.40											
16- Housework	.02	.07	.04	.02	.02	.01	.05	.06	.03	.03	.00	.01	.05	.01	.01										
17- Marital strains	.01	.16	.21	.01	.01	.05	.08	.09	.06	.09	.03	.01	.06	.04	.08	.05									
18- Parental strains	.04	.13	.17	.02	.00	.01	.08	.10	.06	.08	.00	.01	.04	.03	.06	.11	.17								
19- Caregiving	.03	.00	.02	.00	.06	.00	.03	.05	.02	.03	.03	.01	.08	.01	.00	.11	.02	.02							
20- Communte time	.10	.13	.02	.00	.02	.07	.12	.08	.05	.03	.06	.07	.01	.04	.04	.00	.08	.03	.02						

21- Social support outside work	.08	.16	.12	.06	.02	.04	.05	.13	.07	.18	.11	.08	.14	.20	.13	.00	.21	.12	.04	.01				
22- Family income	.02	.12	.12	.16	.08	.12	.22	.04	.06	.09	.28	.31	.07	.08	.17	.02	.08	.09	.03	.19	.03			
23- Age	.07	.02	.16	.04	.11	.02	.03	.01	.12	.01	.15	.10	.04	.05	.09	.11	.02	.09	.09	.07	.07	.21		
24- Marital status	.08	.03	.05	.04	.05	.01	.03	.00	.08	.07	.11	.09	.05	.04	.08	.10	.32	.09	.02	.06	.01	.42	.09	
25- Number of children	.03	.06	.09	.05	.08	.01	.06	.02	.04	.00	.09	.07	.05	.00	.01	.10	.15	.39	.03	.00	.05	.24	.07	.29