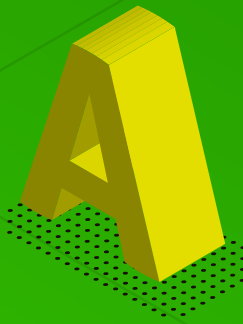


People who have a positive attitude towards housework have higher levels of employee wellbeing.

Positive attitudes toward housework lead to higher levels of:

- **Psychological empowerment**, or having a sense of self-control in relation to one's work and an active engagement with one's work role. (9% higher)
- **Job satisfaction**, which is a positive and pleasurable evaluative state that the individual experiences concerning his/her job experience. (20% higher)
- **Work engagement**, or the state at work in which the employee feels happily invested and absorbed by their work, finds it difficult to disengage, and feels that time passes quickly. (26% higher)
- **Job crafting**, which refers to proactive behaviours aimed at customizing one's job to one's needs and preferences, instead of reactively performing the job that the organization created. (18% higher)



Why are these cognitive and affective outcomes relevant?

- **Psychological empowerment** predicts work innovation and intrinsic need fulfillment through one's job, as well as better work-life balance and lower emotional exhaustion.
- **Job satisfaction** predicts a higher desire to continue in a job, as well as lower absenteeism.
- **Work engagement** predicts higher levels of job performance and career satisfaction, and lower levels of burnout and intentions to leave the organization.
- **Job crafting** is relevant as it predicts work meaningfulness and safety behaviours (in jobs that involve risk to oneself or others) as well as organizational commitment. It also reduces risks of workaholism.



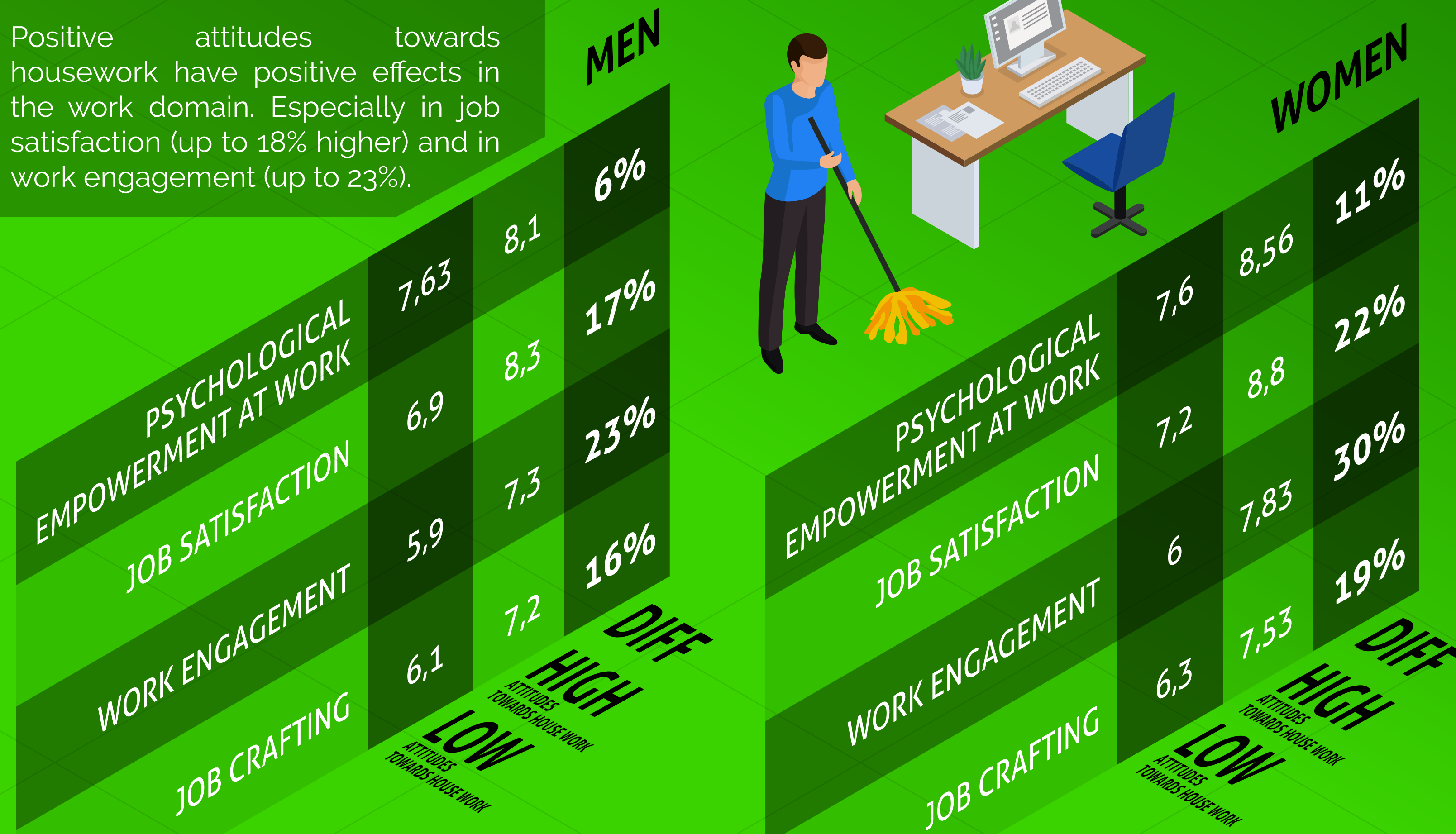
Conclusions

- We recommend that public campaigns foster better attitudes toward housework, which in turn will increase workplace wellbeing.
- We recommend that couples share their home responsibilities, not viewing home chores as a duty, but as an opportunity to serve others and develop their own competencies.
- We recommend that people receive more training in how to accomplish home-related responsibilities as a means to improve their wellbeing and that of their families.
- We recommend that companies allow for co-responsibility among employees, so that they help improve their attitude towards home duties.

Work and home domain

Attitudes towards house work and work outcomes

Positive attitudes towards housework have positive effects in the work domain. Especially in job satisfaction (up to 18% higher) and in work engagement (up to 23%).



Psychological empowerment at work refers to intrinsic task motivation, which is reflected in a sense of self-control in relation to one's work and an active engagement with one's work role. It is related to enthusiasm, performance and commitment.

Engagement refers to the actual desire of an employee to contribute and be part of a company because he or she deems their work worth doing.

Engagement has shown to relate to many business outcomes as well as personal well-being.

Job satisfaction is defined as a pleasurable emotional state derived from one's work experiences.

It is related to job involvement, organizational employee behaviours and mental health.

Job crafting refers to the ways in which employees customize their jobs by changing their tasks and interactions. It is bound to greatly increase individual and organizational performance.



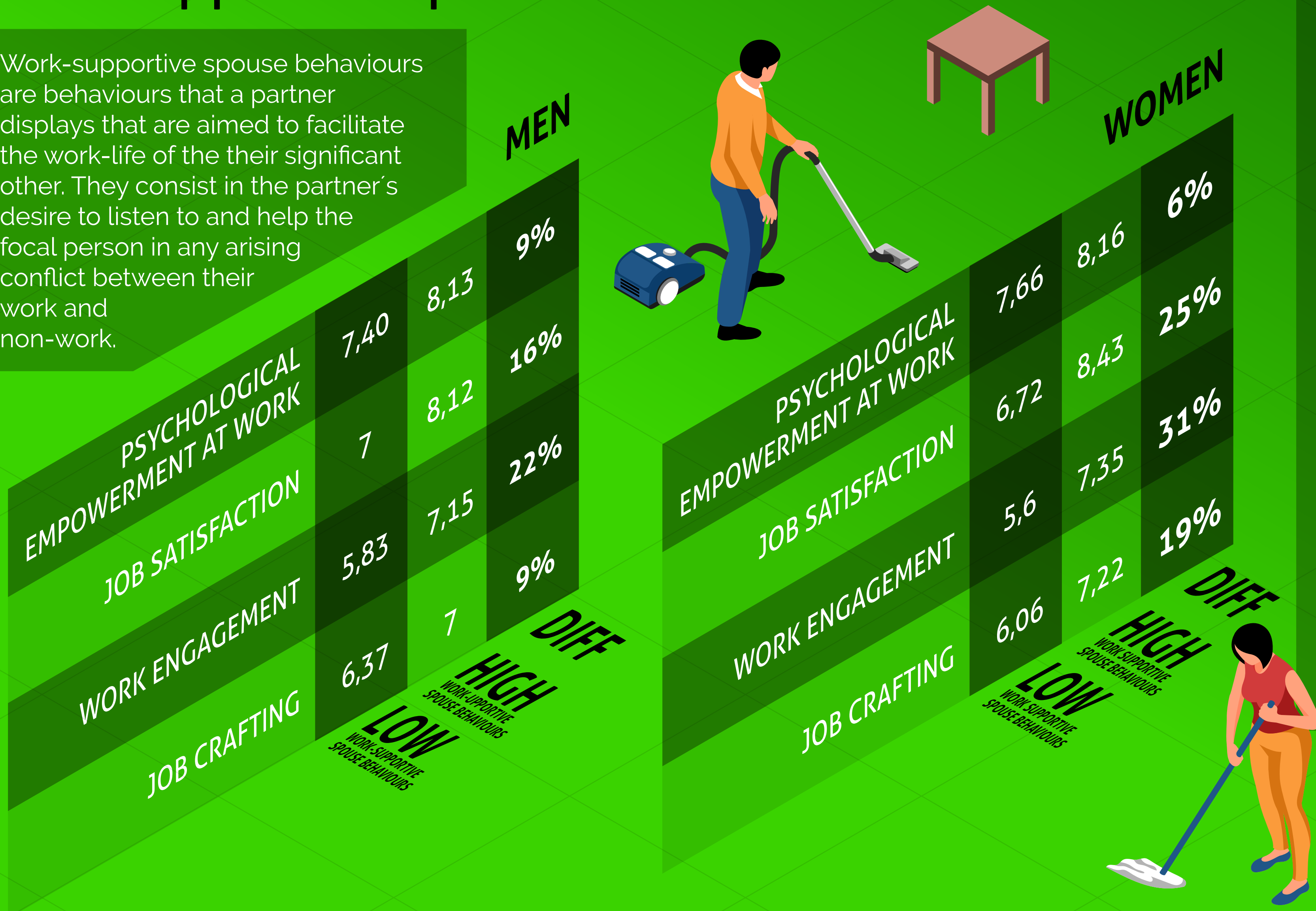
International Center for Work and Family



Work and home domain

Work-supportive spouse behaviours

Work-supportive spouse behaviours are behaviours that a partner displays that are aimed to facilitate the work-life of the their significant other. They consist in the partner's desire to listen to and help the focal person in any arising conflict between their work and non-work.



Psychological empowerment at work refers to an intrinsic task motivation reflecting a sense of self-control in relation to one's work and an active engagement with one's work role. It is related to enthusiasm, performance and commitment.

Engagement refers to the actual desire of the employee to contribute and be part of a company because it deems it worth the effort.

Engagement has shown to relate to many business outcomes as well as personal well-being.

Job satisfaction is defined as a pleasurable emotional state resulting from one's job experiences.

It is related to job involvement organizational citizen behaviours and mental health.

Job crafting is a means of describing the ways which employees utilize to customize their jobs by changing their tasks and interactions. It is bound to greatly increase individual and organizational performance.