The Impact of Work Stress on Employee Misconduct: Exploring the Role of Work-Family Conflict

KOSARACHI CLARA UDECHUKWU
Master's student, Faculty of International Business and Humanities, Egypt Japan University of Science and Technology (E-JUST) P.O.179 New Borg EL Arab City, Postal Code 21934, Alexandria, Egypt.Kosarachi.udechukwu@ejust.edu.eg

Supervisors
ADEL R. M. RAYAN
Professor of Human Resources Management, Faculty of commerce, Assiut University, Assiut, Egypt.Adel.rayan@ejust.edu.eg

MAKOTO KAKINAKA
Professor of Financial Economics, College of Economics, Ritsumeikan University (Biwako-Kusatsu Campus) 1-1-1 Nojihigashi, Kusatsu,Shiga 525-8577 Japan. kakinaka@fc.ritsumei.ac.jp

MOSTAFA E. SHAHEN
Assistant Professor of Business Administration, Faculty of International Business and Humanities, Egypt Japan University of Science and Technology (E-JUST) P.O.179 New Borg EL Arab City, Postal Code 21934, Alexandria, Egypt.Mostafa.shahen@ejust.edu.eg

Abstract:

Work-related stress and workplace deviant behavior are major concerns in modern organizations, particularly in academic and administrative settings. This study investigates the mediating roles of

work-family conflict (WFC) and family-work conflict (FWC) in the relationship between job stress and workplace deviance. While prior research has established a link between stress and deviant behavior, few studies have explored how conflicts between professional and personal responsibilities influence this connection. To bridge this gap, an online survey was conducted with a randomly selected sample of 193 academic and administrative employees from an Egyptian university. A quantitative research approach was adopted, incorporating exploratory factor analysis (EFA) and confirmatory factor analysis (CFA) to validate measurement models. Regression analysis was employed to examine direct relationships, while mediation analysis assessed the indirect effects of WFC and FWC on the stress-deviance relationship. The results indicate that work-related stress significantly predicts both WFC and FWC. However, only FWC mediates the link between stress and workplace deviance, whereas WFC does not play a mediating role. These findings highlight the need to address family-related conflicts to mitigate workplace deviance. Organizations can reduce such behaviors by implementing policies that promote work-life balance and provide greater support for employees.

Keywords: Structural Equation Modelling (SEM), Confirmatory Factor Analysis (CFA), Work-Family Conflict, Family-to-work Conflict, Workplace Stress, Workplace Deviant Behavior.

1 Introduction

In recent years, the increasing prevalence of negative workplace attitudes and deviant behavior has become a critical concern for organizations worldwide. Deviant behavior such as absenteeism, theft, sabotage, and interpersonal aggression can undermine organizational productivity and threaten long-term stability (Robinson & Bennett, 1995). This issue is particularly persistent in fast-paced work environments where employees experience rising levels of stress and competing demands between their work and personal lives. This increasing prevalence of negative workplace attitudes and deviant behaviors presents a severe challenge for organizations striving to maintain productivity and growth. In particular, the role of stress in shaping these behaviors has become a focal point of concern.

Although an increasing number of research highlights the role of work-related stress and work-family conflict (WFC) as key contributors to deviant behavior (Ahmad & Omar, 2013; Ambrose, Schminke, & Mayer, 2013). Stress resulting from high workloads, tight deadlines, and inadequate support can impair employees' ability to function effectively, leading to negative responses in the workplace (Chen et al., 2022). Furthermore, work-family conflict occurs where the demands of work interfere with family responsibilities and family-work conflict (FWC) occurs where family obligations disrupt work commitments. These conflicts

have been linked to increased emotional strain and behavioral deviance (Greenhaus & Beutell, 1985; Zhao et al., 2021). Despite these insights, there remains limited research of how WFC and FWC mediate the relationship between stress and deviant behavior, particularly within developing economies. The interplay between these variables is complex, with existing research suggesting that WFC and FWC are significant predictors of deviant behaviors in the workplace. However, the strength and nature of these relationships can vary depending on organizational culture, employee support systems, and the work itself.

This study aims to fill this gap by examining the mediating roles of WFC and FWC in the relationship between work-related stress and deviant behavior. Using a full Structural Equation Model (SEM), the study provides a comprehensive analysis of how stress influences deviant behavior through these mediators. This research contributes to the literature in three significant ways. First, it extends previous studies by simultaneously examining the double mediating effects of WFC and FWC (Baron & Kenny, 1986). Second, it provides empirical evidence from a developing economy context, addressing a gap where most existing research has focused on Western organizations (Zhao et al., 2021; Chen et al., 2022). Finally, by employing SEM, the study provides a more enhanced understanding of the relationships between these variables compared to traditional analytical approaches.

Compared to prior studies, which often examine stress, WFC, and deviant behavior in isolation (Ahmad & Omar, 2013; Ambrose et al., 2013), the current research integrates these constructs to explore their interdependencies. This holistic approach enables a deep knowledge of how stress-induced conflicts contribute to workplace deviant behavior and identifies potential intervention points for managers and policymakers.

The study methodology involves collecting data from a diverse sample of employees across academic and non-academic setting and applying a full SEM framework to test direct and indirect relationships. Preliminary findings suggests that WFC and FWC significantly mediate the link between work-related stress and deviant behavior. These results have substantial implications for both academic research and organizational practice, providing a foundation for developing targeted stress management and work-life balance programs.

The rest of this paper proceeds by first reviewing the relevant literature and theoretical framework, providing a foundation for understanding the relationship between stress, WFC, FWC, and deviant behavior. Next, the research methodology is described, detailing the data collection process and the application of a full Structural Equation Model (SEM) to analyse these complex relationships. This is followed by a presentation of empirical findings on how stress influences deviant behavior through WFC

and FWC. Finally, the paper concludes with a discussion on the practical implications, study limitations, and potential directions for future research.

The findings are expected to impact academic research and practical application significantly.

Thus, the research question can be formulated as follow:

i. Are WFC and FWC mediating the relationship between stress and deviant behavior?

2 Theoretical Background.

Workplace deviance, Stress, WFC, and FWC have been extensively researched in different studies, and several theories have been proposed to explain their underlying mechanisms. This section offers a synopsis of the significant theoretical frameworks that help shape our understanding of the study variables, including work segmentation theory, conservation of resource theory, job demand theory, and role theory. Adopting these theories, we can further understand the complex relationships between stress and deviant behavior and the mediating role of WFC and FWC. We can also build approaches to reduce workplace stress, deviance, and organizational performance conflicts.

2.1 Work Segmentation Theory

The Work-Family Segmentation Theory, introduced by Sue Campbell Clark (2000), posits that employees who establish and maintain clear boundaries between their work and family domains experience reduced work-family conflict (WFC). This theory emphasizes the importance of role segmentation, which involves consciously separating responsibilities, emotions, and stressors associated with work and family roles. According to Clark, effective segmentation reduces the likelihood of role interference, as stress and obligations from one domain are less likely to "spill over" into the other, thereby creating balance and harmony.

Michel et al. (2011) examined the moderating effect of segmentation on stress and family outcomes, concluding that individuals who adopt segmentation strategies exhibit lower levels of emotional exhaustion and higher satisfaction in both work and family domains. Similarly, Olson-Buchanan & Boswell (2006) showed how technology use challenges segmentation efforts, as it can blur the lines between work and family life, increasing WFC. Integrating the Work-Family Segmentation Theory into our study is essential for several reasons.

1. By adopting this theory in this research, the study can extend its application by examining how segmentation influences deviant behavior.

2. In contexts where employees face significant stress (e.g., high-demand jobs), segmentation strategies may act as practical interventions to reduce the adverse effects of role conflict.

2.2 Conservation of Resource (COR) Theory

COR theory is instrumental in explaining how stress and conflicts between work and family roles deplete employees' resources, leading to increased vulnerability to deviant behavior. It shows the importance of resource preservation in reducing these effects. The theory explains the reasons behind certain stressful circumstances and how people react to stressful situations (Hobfoll, 1988, 1989; Hobfoll and Lilly, 1993). COR helps us understand the similarities between stress and other factors affecting an employee. It demonstrates that the conflict level of an employee is elevated when stressed. However, when provided with the necessary support, it could reduce stress. COR theory is widely adopted in organizational behavior because it helps managers recognize the impact of stress and conflicts on employee well-being. It will help Organizations implement ethical practices such as flexible work arrangements, employee assistance programs, and clear communication channels to support work-life balance and mental health (Grandey and Cropanzano, 1999).

2.3 Job-Demand-Resources (JD-R) Theory

This theory provides a lens through which we understand how job demands (like stress) and job resources (like support systems) influence employee outcomes such as deviant behavior (Bakker and Demerouti, 2007; Demerouti, Bakker, Nachreiner, and Schaufeli, 2001). It suggests that stress from high job demands can lead to adverse outcomes unless sufficient resources are provided to support employees. It also states that although one works in a demanding role or position, less stress can be experienced when the organization provides the necessary support and resources.

2.4 Role Theory (Katz & Kahn, 1978)

According to Katz & Kahn (1978**),** Role theory marks the incompatibility of role demands between work and family as cited by (Greenhaus and Beutell 1985). Specifically, this theory explains why role conflict (work-to-family conflict and family-to-work conflict) should be addressed, emphasizing how conflicting role demands can trigger stress and contribute to deviant behavior. This theory addresses three workplace conflict types: *Time-based role conflict, Strain-based conflict, and Behavior-based conflict* (Mauno, Kinnunen, and Ruokolainen, 2006; Kinmal, Clement, and Hart, 2017; Britt, Adler, and Castro, 2006), detailing the mechanisms through which conflicting role expectations impact employee behavior. Clarkberg and Moen (2001) and Dugan, Matthews, and Barnes-Farrell (2012) support that a safe work environment can improve organizational health and reduce unethical behavior.

3 Literature Review and Hypothesis Development

3.1 Introduction

According to Ambrose, Schminke, and Mayer (2013), deviant workplace behavior has been termed in different words in different studies by various researchers. These include organizational misbehavior, counterproductive behavior, workplace retaliation, and dysfunctional behavior. Although these terms are used as qualifiers, there is no generally accepted definition for deviant workplace behavior (Adejoh and Adejoh, 2013). Based on personal perception and understanding from past research and study, Ahmad and Omar (2013) defined deviant workplace behavior as "a voluntary behavior engaged by an employee that is contrary to the significant organizational norms." Such is a threat to the health of organizations and their members. Further, deviant workplace behavior refers to anti-social behavior and sabotage (Hobfoll, 2001). Similarly, Agnew (1992) termed deviant behavior as workers' resistance and poffer (non-compliant), among other deviant organizational behaviors.

3.2 Work-related Stress and Workplace Deviant Behavior

The impact of stress on individuals in the workplace is an area of great concern. According to Gately (2020), work-related stress can significantly affect job performance, productivity, employee health, and organizational effectiveness. A cross-sectional study conducted by De Coninck and Martin (2021) involving employees in a bank revealed that stress and emotional

exhaustion and the consequences of stress are highly linked to dishonest and deviant behavior in the workplace. The author asserted that the higher the stress level, the more likely the employee will exhibit deviant behavior in the workplace. Therefore, these findings suggest that stress can significantly predict employee deviant behaviors. Accordingly, the first research hypothesis posits the following:

H_1: Stress have a positive and significant relationship with deviant behavior.

3.3 Work-related Stress and Work-family Conflict

Research by Yan et al. (2020) exploited the complex and high-demanding workplace to test the adverse effects and emotional exhaustion as potential mediators between work-family conflict and deviance. The study included 143 construction professionals. They found a substantial mediation effect of emotional weakness between deviant behavior and work-family conflict. Additionally, several effects of work-family conflict were noted. The previous findings indicated the value of emotional experience in understanding the harmful effects of work-family conflict in a job environment.

Similarly, Hughes and Galinsky (1994) examined the relationships between marital interactions and work experiences. They examined the relationship between different types of jobs and the standard of marital interactions, job enrichment, time demand of jobs, and job insecurity. The study sample included

523 married employees working full-time for a US corporation. They found that work and family responsibilities and individual and organizational factors can increase stress levels and difficulties balancing work and family life. Consequently, the second Hypothesis posits

H_{2a}: Stress have a positive and significant relationship with work-family conflict.

3.4 Work-related Stress and Family to work conflict

Radzali et al. (2013) presented a model of deviant workplace behavior, with work overload contributing to counterproductive behavior. They noted the impact of family-to-work conflict as more detrimental to the organization's productivity than work-to-family. That is because Family-to-work conflict creates a fertile ground for breeding deviant behaviors in the workplace. These conflicts can also increase stress and reduce job satisfaction and emotional exhaustion. The emotions may manifest as counterproductive work behavior, such as tardiness, absenteeism, theft, or workplace aggression. Therefore, the relationship between stress and family-to-work conflict cannot be overlooked. Hence, the second sub-hypothesis can be formulated as follows:

H_{2b}: Stress have a positive and significant relationship with family-to-work conflict.

3.5 Work-to-family Conflict (WFC) and Workplace Deviant Behavior

Among the several studies examining the relationship between work-family conflict and deviant behavior, Coker et al. (2013) researched the prevalence of high/very high psychological distress and its association with work and non-work in a survey involving 217 retail employees. They found that employees facing high work-family conflict were likelier to engage in deviant behavior. The author implied that balancing family demands and responsibilities influences negative work behaviors. Similarly, Hu et al. (2021), in a study on 470 manufacturing company employees, indicated that work-family conflict was significant and was related to deviant behavior. Therefore, these studies suggest a positive relationship between work-family conflict and deviant behavior. Therefore, the third Hypothesis can be formulated as follows:

H_{3a}: Work-family conflict have a positive and significant relationship with deviant behavior .

3.6 Family-to-Work Conflict and Workplace Deviant Behavior

While lacking a universally agreed-upon definition, FWC is commonly perceived as "a form of inter-role conflict experienced by individuals when the demands of family roles are incompatible with the requirements of work roles" (Greenhaus and Beutell, 1985, p. 74). This disagreement arises from time

constraints, emotional strain, role overload, and conflicting priorities, hence triggering counterproductive work behavior from an employee.

Several factors contribute to FWC, such as Work Characteristics, including extended hours, rigid schedules, workload demands, and a lack of work control, which can impede family responsibilities (Frone et al., 1992), family characteristics, including single parenthood, demanding childcare needs and family responsibilities exacerbate FWC (Bruck & Allen, 2003), and Individual Characteristics which includes gender, personality traits, and coping mechanisms influence how FWC is experienced and managed. Considering the interplay between work and family roles, the third sub-hypothesis is formulated thus:

H_{3b}: Family-to-work conflict have a positive and significant relationship with deviant behavior.

3.7 The mediating role of Work-family conflict and family-to-work conflict

Shyni (2019), in a study involving 101 service industry employees, found that family-friendly policies significantly contributed to work-family balance and, in turn, reduced employee stress levels. Additionally, Lee (2018), involving managers in South Korea, found that adopting family-friendly work policies improved work-family balance and increased job satisfaction. Therefore, adopting family-friendly policies can

reduce work-family conflict, subsequently reducing deviant behavior in the workplace. Stress, concerning work-family conflict, family-to-work conflict, and deviant behavior, are essential issues that affect employees and organizations. Stress and family conflict can increase deviant workplace behavior, negatively impacting employees and organizations. Finally, the fourth and sub-hypothesis are as follows:

H_{4a}: Work-family conflict mediates the relationship between work-related stress and deviant behaviour

H_{4b}: Family-to-work conflicts mediate the relationship between work-related stress and deviant behavior.

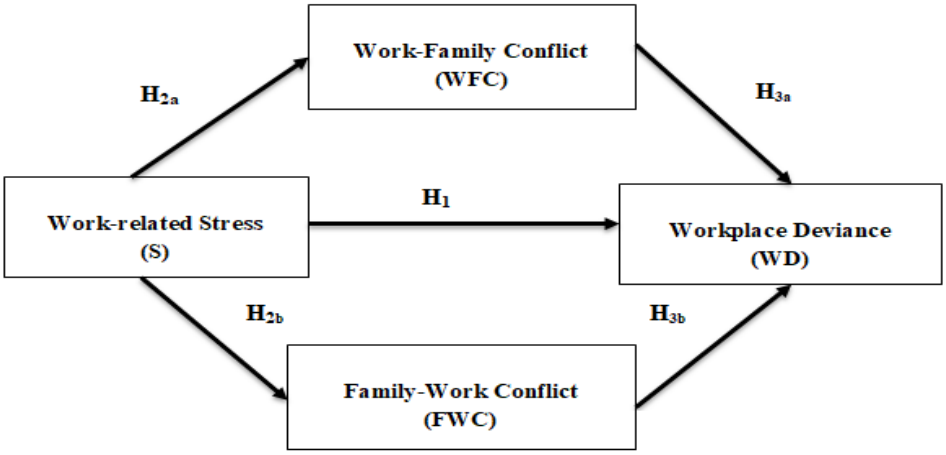


Figure 1: The Study Model

Source: Authors own study. Note: WFC=Work-Family Conflict, FWC=Family-to-Work Conflict, WD=Work Deviance, and S=Stress

4 Data and Methodology

Overall, this study data was collected using an online questionnaire distributed through the Qualtrics survey platform. A total of 296 questionnaires were distributed while 193 valid responses were included in the final analysis after removing duplicate answers. The questionnaire was developed based on validated measurement instruments from previous research. Data analysis was conducted using SPSS version 24 for descriptive statistics, assess data normality, detect outliers, and evaluate common method bias, SPSS PROCESS Macro v.4.2. was used for testing the mediation effects, and Confirmatory Factor Analysis (CFA) was performed using AMOS version 23 to assess model fit and verify convergent and discriminant validity.

4.1 Sample and Demographic Information

We used a cross-sectional survey to examine the relationships among variables to test our Hypothesis. WDB focused on the mediating role of WFC and FWC. We used a convenient sampling method, and the data for our study's analysis was collected from a survey of 296 academic and administrative employees of a university. However, only 296 responses were recovered. After excluding duplicate and insincere responses from 296 recovered responses, 193 were finally analyzed. We asked the respondents to report demographic information like gender, age, job position, country of origin, religion, and city of

residence. Of the 193 respondents, 114 are male (59.1%), and 79 are female (40.9%). The participant's ages were as follows: 14% between 20 to 30 years, 46.1% between 31 to 40 years, 28% between 41 to 50 years, and 11.9% between 51 to 60 years. Regarding the working positions, 15% are at the managerial level, 44.6% are senior staff, and 40.4% are junior staff. Considering their marital status, 57% (110) are married, 39.4% (76) are single, and 3.6% (7) are either divorced, separated, widowers, or widows.

4.2.1 Measurement

Prior research has shown that the measures used have satisfactory levels of validity and reliability. To maintain the accuracy and authenticity of the original meaning, the survey items were translated into English. Finally, the study utilized Cronbach's alpha to test the instrument's reliability.

Stress: the study measured stress with five (5) items from the twenty-one Frantz and Holmgren (2019) instrument items. Sample items are: "I think about work after my working-day, I find it hard to set a limit to work assignment because I have a lot to do, I take more responsibility at work than I ought to, I find it hard to sleep because my mind is occupied with work, and Due to work, I find it hard to spend time with my friends" the study's reliability of the five items is 0.79

Workplace Deviant Behavior: the study measured WDB using five (5) items that Bennett and Robinson (2000) developed. Sample items include: "Worked on a personal matter instead of working for your employer, Taken property from work without permission, Falsified a receipt to get reimbursed for more money than you spent on business expenses, Said something hurtful to someone at work, and Made an ethnic, religious, or racial remark or joke at work". The study's reliability of the five items is 0.71

Work-family conflict (WFC): the study used Haslam et al.'s five-item scale (2015). Sample items are: "My work prevents me from spending sufficient quality time with my family, There is no time left at the end of the day to do the things I would like at home (e.g., chores and leisure activities), My family misses out because of my work Commitments, My work has a negative impact on my family life, and My work has a negative impact on my day-to-day family duties" In this study, the reliability of the five items is 0.79

Family-to-work conflict (FWC): the study used five items for the Family-to-work Conflict by asking the same questions as at WFC but in a reversed form. The survey items include: " My family prevents me from spending adequate time at work, There is no enough time to complete task at work because of family activities, My work misses out because of my family Commitments, My family has a negative impact on my work life, My family has a negative impact on my day-to-day work duties". The reliability of the five items is 0.88

5 Results

5.1 Data Normality Assessment and Outliers

We utilized Mahalanobis Distance (MD) and calculated chi-square cumulative probabilities to identify outliers in the study data variables. The MD values ranged from 0.052 to 13.393, with chi-square probabilities outliers from 0.00386 to 0.9968 (more than p=0.001). The results indicate that there are no significant datasets. The normality assessment, as presented in Table 1, indicates varying degrees of skewness (between +1 and −1) and kurtosis (+3 and −3) among the data variables, with standard errors included. Work-family conflict shows near-normal distribution (skewness = .14, SE = .18; kurtosis = -.18, SE = .35). Family-to-work conflict (skewness = .72, SE = .18; kurtosis = .93, SE = .35) and stress (skewness = .90, SE = .18; kurtosis = .81, SE = .35) exhibit moderate positive skewness and kurtosis. Work deviance shows significant negative skewness = -1.39, SE = .18, and kurtosis = 1.49, SE = .35, indicating a slight deviation from normality (Hair et al., 2017).

In statistical analysis, the assumption of normality is essential for accurate parameter estimation and hypothesis testing (Hair et al., 2017). However, slight deviations from normality are often considered negligible due to the robustness of modern statistical techniques. In this study, the assessment of normality using

skewness and kurtosis indicated minor deviations for some variables. Specifically, work-family conflict displayed near-normal distribution, while family-to-work conflict and stress exhibited moderate positive skewness and kurtosis. Work deviance showed more pronounced negative skewness but remained within an acceptable range for further analysis.

According to Kline (2016), minor violations of normality do not significantly affect statistical outcomes, particularly when the sample size exceeds 100 respondents. With a sample of 193 valid responses, our study meets this criterion, ensuring the stability of parameter estimates and reducing the impact of non-normality. Additionally, the use of SPSS PROCESS Macro v.4.2 for mediation analysis and AMOS version 23 for structural equation modeling (SEM) mitigates the influence of distributional irregularities. Both methods utilize bootstrapping, which does not rely on the assumption of normality and provides accurate confidence intervals and p-values (Hayes, 2018).

Furthermore, research suggests that slight deviations from normality have minimal effects on Type I and Type II error rates, particularly when employing maximum likelihood estimation (MLE) in SEM (Byrne, 2016). Since our analysis meets the required sample size and applies robust statistical techniques, the observed deviations from normality are

considered negligible and do not compromise the validity or reliability of the findings. This justification aligns with prior literature supporting the use of parametric tests under mild normality violations (Tabachnick & Fidell, 2019).

5.1.2 Descriptive Statistics with Correlations and Reliabilities

In Table 2, we presented descriptive statistics of four variables with their correlations and reliabilities. The result showed that all the correlations were significant and ranged from -.362 to 0.205, exempt two. Our study found that the highest correlation coefficient between the latent variables FWC and WFC is ($r = .205^{**}$, $p < .01$). Also, we used Cronbach's alpha reliability coefficient to ascertain the overall assessment of the reliability of each measure. The Cronbach's alphas of all five constructs got values over .7, which indicates high consistency for each construct measured.

Table 2. Descriptive Statistics, Correlations, and Reliabilities.

Variables	Mean	SD	WFC	FWC	WD	S
WFC	3.0539	0.81777	**(0.79)**			
FWC	2.0528	0.71342	.205**	**(0.88)**		
WD	1.8067	0.25043	.091	-.180*	**(0.71)**	
S	2.1114	0.85531	-.362**	-.192**	.003	**(0.79)**

Note: N = 193, Scale reliabilities are shown in parentheses along the diagonal, and correlation is significant at the **p <. 01 and *p < .05 (2-tailed). WFC= Work-Family Conflict, FWC= Family-to-Work Conflict; WD = Work Deviance; S= Stress

5.2 Common Method Variance (CMV)

Given that we obtained the data through a cross-sectional Survey, we checked for possible social desirability biases using Harman's Single Factor (Podsakoff et al., 2003) as presented in ***Table 3. Table 4*** presents the exploratory factor analysis (EFA) results with a principal component factor analysis, extracting four factors. Our EFA test results indicate that the first component has an eigenvalue of 4.50, accounting for 21.42% of the total variance. Since this value is well below the commonly accepted threshold of 50%, we can conclude that common method biases are unlikely to be a significant concern in the dataset (Podsakoff et al., 2003). Thus, the variance attributable to a single factor does not dominate the data, suggesting that common method bias does not substantially affect the study results (see Table 4).

Table 3. Results of Exploratory Factor Analysis

Factor	**Items**	**1**	**2**	**3**	**4**	**CR**
WFC	WFC1			.792		0.79
	WFC2			.774		
	WFC3			.766		
	WFC4			.575		
	WFC9			.706		
FWC	FWC1	.819				0.88
	FWC2	.767				
	FWC3	.881				
	FWC4	.773				
	FWC9	.776				
WD	WD1				.579	0.71
	WD4				.712	
	WD6				.658	
	WD7				.685	
	WD10				.594	
S	S5		.724			0.79
	S6		.724			
	S7		.788			
	S8		.703			
	S9		.525			
Eigen Value	Total	4.5	3.180	2.22	1.8	
Total	Variances	21.42	15.150	10.57	8.57	
%	Cumulative	21.42	36.570	47.14	55.7	

Notes:. * WFC = Work-Family Conflict, FWC = Family-to-Work Conflict, WD = Work Deviance, S = Stress, 2. ** KMO(Kaiser-Meyer-Olkin) =0.801 Bartlett = 1424.606, df=210, p = .000

Table 4. Harman's Single-Factor Test Results

Component	Total	% of variance	Cumulative %
1	4.50	21.42	21.42

Kaiser-Meyer-Olkin Measure of Sampling Adequacy p=.794 and Bartlett's Test of Sphericity=3122.521, p=.000

5.3 Convergent and Discriminant Validity

Preceding, we utilized Fornell and Larcker's (1981) recommendations to assess the measures' validity (Convergent and discriminant). The results obtained in ***Table 5*** showed that composite reliability (CR) values of all our constructs exceeded the 0.7 thresholds (CR>0.7), and this confirmed the convergent validity.

Preceding, we conducted the confirmatory factor analysis (CFA) using AMOS V23. We followed Fornell and Larcker's (1981) validity assessment requirements to assess our items' and constructs' convergent and discriminant validity. Before this, we evaluated the Model fit indices in our model measurement. At first, we drew the Model for four constructs using ten items of work-family conflicts (WFC), nine of family-to-work conflicts, ten of stress, and ten of work deviance. We found that all the criteria for Model fit were not met. However, we repeated the process until the model fit was achieved with five items each for all four constructs while connecting relevant items and correlating naturally to each respective factor. Lastly, our four-factor model fit indices met the criteria for Model fit with five items in each construct (Figure 2),

which includes IFI (0.96>0.09), TLI (0.95>0.09), CFI (0.96>0.09), SRMR (0.069<0.08), and RMSEA (0.04<0.06) met the acceptable criteria with CMIN/DF (1.31) and PCLOSE (0.87>0.05 achieving thresholds for model fit as shown in ***Table 6 and figure* 2**.

Similarly, the value of the square root of average variance extracted (AVE) for work-family conflict, family-to-work conflict, stress, and work deviance (0.67, 0.77, 0.66, and 0.57) are all greater than the intra-construct correlation (see ***Table 5***); hence, we achieved the requirement for discriminant validity. Although, as presented in ***Table 7***, the AVE for WFC, WD, and STRESS are all less than the 0.5 thresholds, we followed Hair et al. (2016) study that states that "If the average variance extracted is greater than 0.4 and composite reliability is higher than 0.6, the convergent validity of the construct is still acceptable." Aside from Hair et al. (2016), Fornell and Larcker (1981) are well-known researchers whose seminar work supports and states that accepting AVE less than 0.4 should be under the condition that the composite reliability must be more than 0.6 for the convergent validity of the construct to be adequate.

Table 5. Fornell and Larcker Discriminant Validity

	CR	WFC	FWC	STRESS	WD
WFC	0.79	***(0.67)***	0.24	-0.44	0.11
FWC	0.88	0.24	***(0.77)***	-0.2	-0.26
STRESS	0.79	-0.44	-0.2	***(0.66)***	0.03
WD	0.71	0.11	-0.26	0.03	***(0.57)***

5.4 Result of the Confirmatory Factor Analysis

As a prerequisite to test our Hypothesis (structural modeling), we conducted a confirmatory factor analysis using AMOS v23 to examine the Model's overall fit. These indices included The Tucker-Lewis Index (TLI=0.95), Incremental Fit Index (IFI=0.96), Comparative Fit Index (CFI=0.96), Root Means Square Error of Approximation (RMSEA=0.04), Standardized Root Mean Square (SRMR= 0.069), p-value for Test of Close Fit (PCLOSE=0.87) and Chi-Square/Degree of Freedom (CMIN/DF=1.307), p=0.0054. ***Table 6*** below shows the fit indices and their respective threshold, while ***Table 7 and Figure 2*** present the result of the CFA, standardized error, unstandardized, Standardized regression coefficients, t-value (critical region) AVE, and CR and CFA model drawing, respectively.

Table 6. Model Fit Indices

Measure	Estimate	Threshold/Criteria	Interpretation
CMIN	210.410	--	--
DF	161	--	--
CMIN/DF	1.307	Between 1 and 3	Excellent
CFI	0.960	>0.95	Excellent
SRMR	0.069	<0.08	Excellent
RMSEA	0.040	<0.06	Excellent
PClose	0.869	>0.05	Excellent

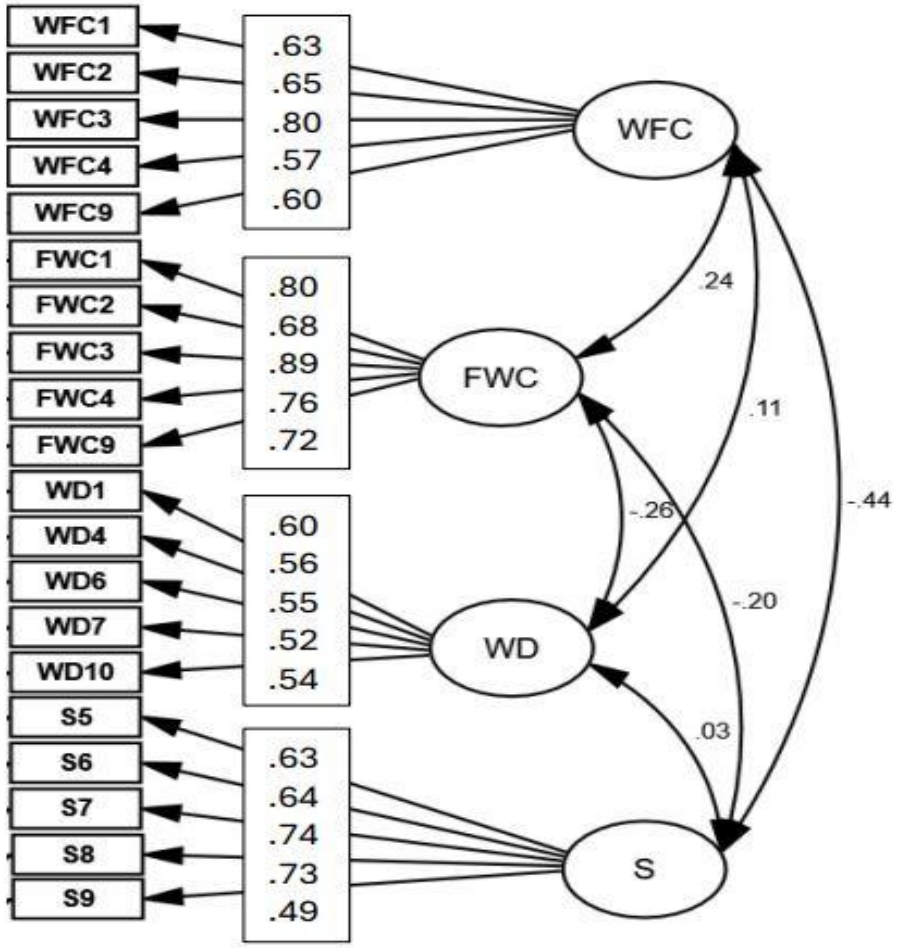
Gaskin and Lim (2016).

Table 7. Results of CFA.

Path		Unstandardized Coefficients(B)	Standardized Coefficients(β)	SE	t-value	AVE	CR
WFC	→WFC1	1.155	0.63	0.177	6.514	0.5	0.790
	→WFC2	1.108	0.65	0.166	6.696		
	→WFC3	1.48	0.8	0.202	7.356		
	→WFC4	1.106	0.57	0.181	6.117		
	→WFC5	1	0.6				
FWC	→FWC1	1.115	0.8	0.107	10.39	0.6	0.881
	→FWC2	0.883	0.68	0.098	8.993		
	→FWC3	1.089	0.89	0.093	11.653		
	→FWC4	1.116	0.76	0.113	9.862		
	→FWC5	1	0.72				
WD	→WD1	0.911	0.6	0.205	4.443	0.43	0.710
	→WD2	0.849	0.56	0.181	4.683		
	→WD3	0.741	0.55	0.16	4.644		
	→WD4	0.982	0.52	0.216	4.52		
	→WD5	1	0.54				
S	→S1	1.05	0.63	0.186	5.653	0.33	0.790
	→S2	1.151	0.64	0.202	5.708		
	→S3	1.367	0.74	0.225	6.069		
	→S4	1.591	0.73	0.263	6.048		
	→S5	1	0.49				

Note. χ2 = 210.41**, df = 161, p<0.05**,TLI = .95, IFI = .96,CFI=0.96, RMSEA = .04, SRMR=0.069,PCLOSE=0.87, CMIN/DF=1.307, WFC=Work-Family Conflict, FWC=Family-to-Work Conflict, WD=Work Deviance, and S=Stress.

Figure. 2 The Measurement Model



Note: x²=210.41, DF= 161, p=0.01*, TLI=0.95, IFI=0.96, CFI=0.96, RMSEA=0.04, SRMR=0.069, PCLOSE=0.87, CMIN/DF=1.307*

Figure. 2 The Full Structural Equation Model

Source: Amos Version 23

5.5 Hypotheses Testing

In ***Table 8***, we presented the ordinary least square regression analysis result with our Model 4 using PROCESS macro v. 4.2. This is illustrated below. The total effect of stress (S) on work deviance (WD) was not significant but positive (b = .001, p = .969), and it indicates no direct relationship between stress and deviant behavior; therefore, $\boldsymbol{H_1}$ is supported but not significant. $\boldsymbol{H_2a}$ postulated that stress and WFC have a significant relationship. The analysis shows that stress negatively but significantly predicts work-family conflict (WFC) (b = -.346, p < .001); this supports the Hypothesis that stress significantly predicts work-family conflict (although it is found to be negative). Stress also negatively but significantly predicts family-to-work conflict (FWC) (b = -.160, p = .007), partially supporting our $\boldsymbol{H_2b}$. These results can also be explained by the work segmentation theory and conservation of resource theory, which posits that Individuals who set clear boundaries between work and family responsibilities and have access to specific resources (such as social support, flexible work arrangements, or high resilience) can better manage stress, which in turn can reduce WFC (Grandey, A. & Cropanzano, R**.** (1999). For example, an employee who experiences stress may still avoid high WFC if they have family support or a flexible work schedule, which allows them to meet both work and family obligations effectively as well as adopt some coping mechanisms (Hobfoll, 1988, 1989; Hobfoll and Lilly, 1993). Accordingly, the direct effect

of work-family conflict (WFC) on work deviance (WD) was marginally non-significant but positive (b = .042, p = .074). While this does not strongly support a significant relationship ***(H_3a),*** there is a weak indication that work-family conflict may influence deviant behavior.

Similarly, ***H_3b*** predicted family-to-work conflict and deviant behavior are related; the study found that Family-to-work conflict (FWC) positively and significantly predicts work deviance (WD) (b = .072, p = .005). The finding supports the Hypothesis that family-to-work conflict is related to deviant behavior. We can support these findings with the work segmentation theory. That is because when employees actively separate the two roles, stress from work is less likely to spill over, reducing WFC (Sue Campbell Clark, 2000).

We examined the mediation effect of WFC and FWC between workplace stress and deviant behavior. The study, however, conducted a bootstrapping analysis using SPSS PROCESS macro v. 4.2, as shown in ***Table 6.*** Accordingly***, H_4a*** posits that Work-family conflict mediates the relationship between work-related stress and deviant behavior. However, with 5000 bootstrap samples of model 4, there is an indirect effect of stress on work deviance through work-family conflict (WFC), which was not significant (b = -.015, 95% CI [-.036, .001]). Therefore, work-family conflict does not mediate the relationship between stress and deviant behavior.

Similarly, ***H_4b*** predicted that Family-to-work conflict mediates the relationship between work-related stress and deviant behavior. Also, with 5000 bootstrap samples of model 4, stress indirectly affects work deviance through family-to-work conflict (FWC). This was significant (b = .012, 95% CI [.002, .026]). Finally, the result indicates that family-to-work conflict mediates the relationship between stress and deviant behavior. Therefore, our ***H_4b*** is supported.

Table 8. Result of the Mediation Effect and Hypothesis Testing

Hypo.	Path	Coef.	SE.	t	P	**LLCI**	**ULCI**
H1	Stress→WD (Total Effects)	0.001	0.021	0.039	0.969	-0.041	0.043
	Stress→WD (Direct Effects)	0.004	0.022	0.173	0.863	-0.040	0.048
H2a	Stress→WFC	-0.346***	0.064	-5.371	0.000	-0.474	-0.219
H2b	Stress→FWC	-0.160**	0.059	-2.708	0.007	-0.277	-0.044
H3a	WFC→WD	0.042	0.024	1.798	0.074	-0.004	0.089
H3b	FWC→WD	0.072**	0.026	-2.822	0.005	-0.123	-0.022
H4a	Indirect effect via WFC	-0.015	0.010			-0.036	0.001
H4b	Indirect effect via FWC	0.012*	0.006			0.002	0.026

****p < .01 and *p < .05 (2-tailed) and ***p<0.001**

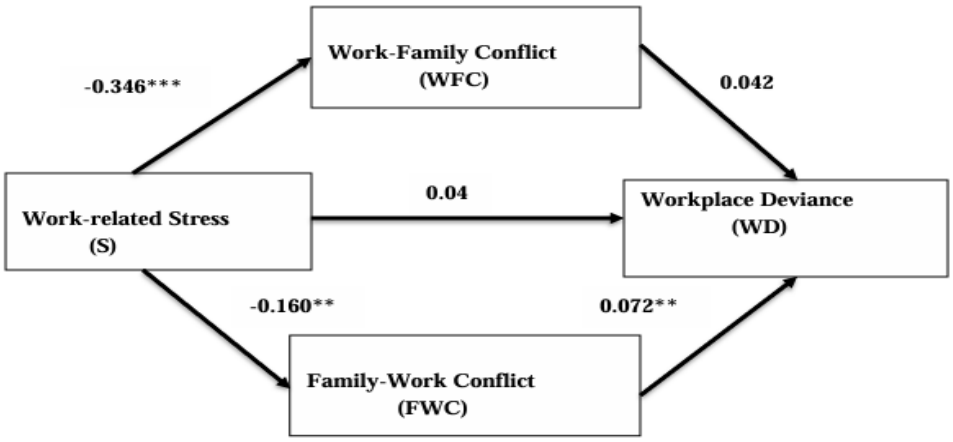


Figure 3. Coefficient of the Standardized path estimates for the hypothesized Model. Source: Author's own Study

*Note: S-WFC (p < 0.001) ***, S-FWC (p < 0.01) **, FWC-WD (p < 0.01)**, WFC-WD (p = 0.074), S-WD (p = 0.863).*

6. Discussion

The study's findings highlight the mediating role of work-family conflict (WFC) and family-to-work conflict (FWC) in the relationship between work-related stress and workplace deviance. To strengthen the discussion, comparisons with recent studies and theoretical frameworks are provided. This study found no significant direct relationship between stress and workplace deviance (S-WD, $\beta = 0.04$, $p = 0.863$). This aligns with the Job Demand-Resource (JD-R) Theory (Bakker & Demerouti, 2007), which emphasizes that job resources (e.g., autonomy, support) reduce the negative effect of job demands. According to

Conservation of Resources (COR) Theory (Hobfoll, 1989), employees experiencing stress may employ coping mechanisms or draw on available resources to prevent deviant behaviors. However, some recent studies contradict this finding. For instance, Spector & Fox (2019) and Yang & Wang (2021) found that stress contributes to counterproductive work behaviors (CWBs), particularly in environments with low job resources. The discrepancy may be due to contextual factors such as organizational culture or support systems that reduce stress-induced deviance in the current study.

A significant relationship was observed between stress and WFC (S-WFC, $\beta = -0.346$, $p < 0.001$), aligning with Role Theory (Katz & Kahn, 1978), which posits that individual occupying multiple roles experience competing demands, leading to increased role strain and WFC (Michel et al., 2011; Allen et al., 2013). This result is supported by Greenhaus & Powell (2017) and Li et al. (2022), who confirmed that high job demands intensify WFC. Interestingly, a negative relationship was found between stress and FWC (S-FWC, $\beta = -0.160$, $p = 0.007$). This is an unexpected outcome that can be explained through Work Family Segmentation Theory, which suggests that individuals consciously separate work and family domains to minimize interference. Employees experiencing stress may disengage from family responsibilities to prioritize work, thus reducing reported

FWC. Moreover, from a COR Theory perspective, employees may redirect their limited resources (e.g., time, energy) toward work-related stressors while neglecting family demands, leading to lower FWC. While this finding is unique, it diverges from studies such as Wayne et al. (2020), which suggest that stress generally increases both WFC and FWC.

The relationship between WFC and workplace deviance was marginally non-significant (WFC-WD, $\beta = 0.042$, $p = 0.074$). While this indicates that WFC may contribute to deviance, the effect is not strong enough to be conclusive. Role Theory suggests that WFC-induced deviance may only occur when an individual's ability to balance work and family roles is entirely overwhelmed. Recent studies provide mixed evidence. Restubog et al. (2019) found that high WFC triggers retaliatory behaviors at work, which contrasts with the present study's findings. One possible explanation is that cultural or organizational differences moderate this relationship. Employees in organizations with strong work-life balance policies may experience lower WFC-related stress, reducing the likelihood of deviant behaviors.

A significant relationship was found between FWC and workplace deviance (FWC-WD, $\beta = 0.072$, $p = 0.005$), supporting the premise that employees experiencing high family-to-work conflict are more likely to engage in deviant behaviors at work. Role Theory explains that unresolved conflicts from family

responsibilities can lead to frustration, which may manifest as workplace deviance. This finding aligns with Carlson et al. (2021), who found that employees struggling with FWC often display counterproductive behaviors at work. However, job role differences may influence this relationship. Studies suggest that frontline employees with less autonomy are more susceptible to FWC-induced deviance compared to managerial staff who have greater control over their schedules.

Although stress was significantly related to WFC ($\beta = -0.346$, $p < 0.001$), supporting the idea that higher stress levels contribute to increased conflicts between work and family roles. However, the path from WFC to workplace deviance was marginally non-significant ($\beta = 0.042$, $p = 0.074$). Consequently, the indirect effect of stress on workplace deviance via WFC was also non-significant ($\beta = -0.015$, LLCI = -0.036, ULCI = 0.001). This suggests that although stress increases work-family conflict, WFC may not be a strong enough mechanism to consistently translate stress into deviant workplace behaviors. This finding aligns with Role Theory (Katz & Kahn, 1978), which posits that individuals experiencing multiple role demands may struggle to balance them effectively. However, the lack of a strong effect from WFC to workplace deviance implies that individuals may have coping strategies (e.g., psychological detachment, seeking

social support) that prevent their frustrations from manifesting as workplace deviance.

Unlike WFC, FWC showed a significant mediation effect between stress and workplace deviance. Stress was negatively associated with FWC (β = -0.160, p = 0.007), and FWC was significantly related to workplace deviance (β = 0.072, p = 0.005). The indirect effect of stress on workplace deviance via FWC was significant (β = 0.012, LLCI = 0.002, ULCI = 0.026), indicating a small but meaningful mediation effect. This result can be understood through Conservation of Resource (COR) Theory (Hobfoll, 1989), which suggests that individuals seek to protect their limited resources (time, energy, emotional stability). When employees experience stress, they may prioritize work responsibilities over family obligations, leading to lower reported FWC. However, when FWC becomes significant, it contributes to workplace deviance, possibly due to frustration from unmet family demands spilling over into work settings.

7. Conclusion

In conclusion, the indirect effect of stress on workplace deviance via FWC was significant, indicating that family-to-work conflict is a key pathway through which stress influences deviant behaviors. This result shows the importance of flexible work arrangements or family support programs addressing the domains demands to mitigate the adverse effects of workplace

stress on behavior. Regarding the indirect effect of stress on workplace deviance via WFC, the outcome was insignificant, further revealing that WFC alone may not fully mediate this relationship. Instead, organizational or individual factors such as coping mechanisms or resource availability might explain why WFC does not strongly link stress to deviance.

7.1 Managerial Implication and Practices

This study contributes meaningfully to research and practice in management and organizational behavior. First, the study adopts the theory of Job Demand as a theoretical framework to examine how job demands and resources affect job stress and motivation (Smith et al., 2018).

By addressing these determinants and promoting positive behaviors, organizations will pave the way for a productive and ethical work environment (Hill et al., 2003). Developing strategic management initiatives and promoting policies that support work-life balance will be of immense importance in mitigating role conflict (Greenhaus and Beutell, 1985; Hammer et al., 2009; Allen, 2001).

7.2 Limitations and Directions for Future Research and Recommendation

The intended sample size was not achieved, given that only 193 usable responses were obtained. Second, the study encountered challenges related to geographical and institutional scope. Future research should conduct longitudinal studies in

other areas to examine the long-term effects and causal relationships. Also, organizations should Offer Periodic training programs like seminars, therapist invitations, and conferences that employee learn coping strategies and resilience to help them manage work and family demands effectively.

References

Adejoh, M. A., & Adejoh, L. L. (2013). Handling negative deviant behavior of front-line employees in service organizations. *International Journal of Current Research and Review*, *5*(4).

Agnew, R. (1992). Foundation for a general strain theory of crime and delinquency. *Criminology*, *30*(1), 47-88.

Ahmad, A., & Omar, Z. (2013). Abusive supervision and deviant workplace behavior: The mediating role of work-family conflict. *The Journal of Human Resource and Adult Learning*, *9*(2), 124.

Aldwin, C. M., & Yancura, L. A. (2009). Effects of stress on health and aging: Two paradoxes. *California Journal of Health Promotion*, *7*(Special Issue), 7-21.

Allen, T. D. (2001). Family-supportive work environments: The role of organizational perceptions. *Journal of Vocational Behavior*, *58*(3), 414-435.

Allen, T. D., Johnson, R. C., Kiburz, K. M., & Shockley, K. M. (2013). Work-family conflict and flexible work arrangements: Deconstructing flexibility. *Personnel Psychology*, *66*(2), 345-376.

Ambrose, M. L., Schminke, M., & Mayer, D. M. (2013). Trickle-down effects of supervisor perceptions of interactional justice: a moderated mediation approach. *Journal of Applied Psychology*, *98*(4), 678.

Bakker, A. B., Demerouti, E., & Euwema, M. C. (2007). Job resources buffer the impact of job demands on burnout—J*ournal of Occupational Health Psychology*, *10*(2), 170.

Baron, R. M., & Kenny, D. A. (1986). The moderatormediator variable distinction in social psychological research: Conceptual, strategic, and statistical considerations. Journal of Personality and Social Psychology, 51, 1173−1182

Bruck, P. E., Das, S., & Allan, P. S. (2010). Evidence-based practice: Management of combined toxoplasma meningoencephalitis and Pneumocystis pneumonia in HIV. *Virulence, 1*(4), 350-352.

Bruck, C.S., & Allen, T.D. (2003). The relationship between big five personality traits, negative affectivity, type A behavior, and work–family conflict. Journal of Vocational Behavior, 63, 457-472.

Byrne, B. M. (2016). *Structural equation modeling with AMOS: Basic concepts, applications, and programming* (3rd ed.). Routledge.

Chen, Y., Zhang, F., Wang, Y., & Zheng, J. (2020). Work-family conflict, emotional responses, workplace deviance, and well-being among construction professionals: A sequential mediation model. *International Journal of Environmental Research and Public Health*, *17*(18), 6883.

Clark, S. C. (2000). Work/family border theory: A new theory of work/family balance. Human relations, 53(6), 747-770.

Clarkberg, M., & Moen, P. (2001). Understanding the time-squeeze: Married couples' preferred and actual work-hour strategies. *American Behavioral Scientist*, *44*(7), 1115-1136..

Cocker, F., Martin, A., Scott, J., Venn, A., & Sanderson, K. (2013). Psychological distress, related work attendance, and productivity loss in small-to-medium enterprise owners/managers. *International*

journal of environmental research and public health, *10*(10), 5062-5082.

De Coninck, S., Aben, B., Van den Bussche, E., Mariën, P., & Van Overwalle, F. (2021). Embodying stressful events: no difference in subjective arousal and neural correlates related to immersion, interoception, and embodied mentalization. *Frontiers in behavioral neuroscience*, *15*, 640482.

Demerouti, E., Bakker, A. B., Nachreiner, F., & Schaufeli, W. B. (2001). The job demands-resources Model of burnout—*Journal of Applied psychology*, *86*(3), 499.

Dugan, A. G., Matthews, R. A., & Barnes-Farrell, J. L. (2012). Understanding the roles of subjective and objective aspects of time in the work-family interface. *Community, Work & Family*, *15*(2), 149-172.

Fornell, C., & Larcker, D. F. (1981). Evaluating structural equation models with unobservable variables and measurement error. *Journal of Marketing Research, 18*(1), 39-50.

Frone, M.R., Russell, M. & Cooper, M.L. (1992). Antecedents and outcomes of work-family conflict: Testing a model of the work-family interface. Journal of Applied Psychology, 77 (1), 65-78.

Gaskin, J., & Lim, J. (2016). Master validity tool. *AMOS Plugin In Gaskination's StatWiki*.

Gately, L., McLachlan, S. A., Dowling, A., & Philip, J. (2020). Surviving glioblastoma and a sense of disconnection. Journal of Clinical Neuroscience, 81, 284-289.

Grandey, A. A., & Cropanzano, R. (1999). The conservation of resources model applied to work-family conflict and strain. *Journal of Vocational Behavior, 54*(2), 350-370.

Greenhaus, J. H., & Beutell, N. J. (1985). Sources of conflict between work and family roles. *Academy of Management Review*, *10*(1), 76-88.

Hair Jr., J. F., Hult, G. T. M., Ringle, C. M., & Marko Sarstedt. (2017). A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM) (Second). Los Angeles: Sage Publications, Inc.

Hammer, L. B., Kossek, E. E., Yragui, N. L., Bodner, T. E., & Hanson, G. C. (2009). Development and validation of a multidimensional family support supervisor behaviors (FSSB) measure. Journal of Management, 35(4), 837–856.

Hayes, A. F. (2018). *Introduction to mediation, moderation, and conditional process analysis: A regression-based approach* (2nd ed.). Guilford Press.

Hill, E. J., Ferris, M., & Märtinson, V. (2003). Does it matter where you work? A comparison of how three work venues (traditional office, virtual office, and home office) influence work and personal/family life. *Journal of Vocational Behavior*, *63*(2), 220-241.

Hobfoll, S. E. (1988). The Ecology of Stress. Washington. *DC: Hemisphere*, 165-200.

Hobfoll, S. E. (1989). Conservation of resources: a new attempt at conceptualizing stress. *American psychologist*, *44*(3), 513.

Hobfoll, S. E. (2001). The influence of culture, community, and the nested self in the stress process: Advancing conservation of resources theory. *Applied psychology*, *50*(3), 337-421.

Hobfoll, S. E., & Lilly, R. S. (1993). Resource conservation as a strategy for community psychology. *Journal of Community Psychology*, *21*(2), 128-148.

Hu, S., Jiang, L., Probst, T. M., & Liu, M. (2021). The relationship between qualitative job insecurity and subjective well-being in Chinese

employees: The role of work-family conflict and work centrality. *Economic and Industrial Democracy*, *42*(2), 203-225.

Hu, L. T., & Bentler, P. M. (1999). Cutoff criteria for fit indexes in covariance structure analysis: Conventional criteria versus new alternatives. Structural Equation Modeling, 6, 1–55.

Hughes, D., & Galinsky, E. (1994). Work experiences and marital interactions: Elaborating the complexity of work. Journal of Organizational Behavior, 15(5), 423-438.

Katz, D., & Kahn, R. L. (1978). Organizations and the system concept. *Classics of organization theory*, *80*(480), 27.

Kline, R. B. (2016). *Principles and practice of structural equation modeling* (4th ed.). Guilford Press.

Lee, Y. (2018). Identifying latent profiles in work- to- family conflict and family- to- work conflict. *Human Resource Development Quarterly*, *29*(3), 203-217.

Michel, J. S., Kotrba, L. M., Mitchelson, J. K., Clark, M. A., & Baltes, B. B. (2011). Antecedents of work-family conflict: A meta- analytic review. *Journal of Organizational Behavior*, *32*(5), 689-725.

Olson-Buchanan, J. B., & Boswell, W. R. (2006). Blurring boundaries: Correlates of integration and segmentation between work and nonwork. Journal of Vocational behavior, 68(3), 432-445.

Podsakoff, P. M., MacKenzie, S. B., Lee, J. Y., & Podsakoff, N. P. (2003). Common method biases in behavioral research: a critical review of the literature and recommended remedies—*Journal of applied psychology*, *88*(5), 879.

Radzali, F. M., Ahmad, A., & Omar, Z. (2013). Workload, job stress, family-to-work conflict and deviant workplace behavior.

International Journal of Academic Research in Business and Social Sciences, 3(12), 109.

Robinson, S. L., & Bennett, R. J. (1995). A typology of deviant workplace behaviors: A multidimensional scaling study. *Academy of Management Journal, 38*(2), 555-572.

Shyni, K. G. (2019). Quality of Work Life and Job Attitude of Library Professionals of Universities in Kerala (Doctoral dissertation, University of Calicut.).

Smith, T. D., Hughes, K., DeJoy, D. M., & Dyal, M. A. (2018). Assessment of relationships between work stress, work-family conflict, burnout, and firefighter safety behavior outcomes. *Safety Science*, *103*, 287-292.

Tabachnick, B. G., & Fidell, L. S. (2019). *Using multivariate statistics* (7th ed.). Pearson.

Wang, J. L., Rost, D. H., Qiao, R. J., & Monk, R. (2020). Academic stress and smartphone dependence among Chinese adolescents: A moderated mediation model. *Children and Youth Services Review*, *118*, 105029.

Yancura, L. A., & Aldwin, C. M. (2009). Stability and change in retrospective reports of childhood experiences over five years: findings from the Davis Longitudinal Study: P*sychology and Aging*, *24*(3), 715.

Zhao, X., Qu, H., & Ghiselli, R. F. (2021). Work-family conflict and deviant workplace behavior: The mediating role of emotional exhaustion. *International Journal of Hospitality Management*, *94*, 102855.