Associations between Workplace Stress and Caregiver Strain in Full-time Employed Caregivers

Maureen E. Templeman, M.Ed., Adrian N. S. Badana, M.P.H., William E. Haley, Ph.D.

University of South Florida School of Aging Studies

Introduction

caregiving.

60% of informal caregivers in the U.S. are employed.

Employed informal caregivers report caregiving to work conflict (CWC), which is associated with greater strain.

Factors such as supervisor support and caregiver-friendly workplace policies (CFWPs) may reduce strain.

Caregiver support sources advise that caregivers be open with supervisors about

Conceptual Model & Aims

Aim 1: Examine the relationship between CWC and emotional, physical, & financial strain.

Aim 2: Examine whether organizational factors

Aim 2: Examine whether organizational factors (supervisor disclosure, CFWPs) attenuate the relationship between primary/secondary caregiving stressors and emotional, physical, & financial strain.

Aim 3: Explore whether organizational factors (supervisor disclosure, CFWPs) moderate the relationship between CWC and emotional, physical, & financial strain.

Methodology

Analyses included **427** employed (30+ hours/week) caregivers of older adults (aged 50+) from the nationally representative NAC and AARP *Caregiving in the U.S. 2015* online survey.

Measures

Hierarchical regressions:

Step 1: caregiver age & primary stressors

Step 2: secondary stressor

Step 3: organizational factors

Step 4a: CWC x Supervisor Disclosure

Step 4b: CWC x CFWPs

Moderation analyses:

Hayes PROCESS macros (10,000 bootstraps, 95% CI)

Results

CWC Reported by Sample

CFWPs Reported by Sample

Regression table

CWC X Supervisor Disclosure (Emotional strain)

CWC X Supervisor Disclosure (Physical strain)

CWC is associated with greater emotional, physical, and financial strain.

It is not always advantageous to disclose caregiving to a supervisor, especially under low levels of CWC. Future research should examine factors that make disclosure advantageous to caregivers (e.g. timing, communication method, supportive supervisor behavior).

Use of CFWPs (not just their existence) should be measured and organizational support for these policies may be an appropriate focus.

References

A.F. Hayes, PROCESS: A versatile computational tool for observed variable mediation, moderation, and conditional process modeling, The Ohio State University, 2012.