Contents

Acknowledgments —— V	
Introduction —— XI	
Chapter 1	
Work-Family Interface: An Overview —— 1	
References —— 4	
Chapter 2	
Work–Family Stakeholders —— 7	
Organization and Work-Family Synchronization —— 9	
Team and Work–Family Synchronization —— 11	
Individuals and Work–Family Synchronization —— 12	
Spouse Influence —— 14	
Spouse Information —— 14	
Spouse Esteem —— 14	
Couple Strategies —— 15	
New Concepts in the Chapter —— 17	
References —— 17	
Chapter 3	
Work–Family Triangle's Dyads —— 19	
The Direct Relationship at Work: The Manager–Employee Dyad —— 1	9
Work–Family Hierarchy —— 20	
Work–Family Mixture —— 21	
The Couple (Employee–Spouse) Dyad —— 24	
Work–Family Mixture —— 25	
Work–Family Hierarchy —— 25	
Work–Family Role —— 28	
The Manager–Employee's Spouse Dyad —— 31	
Reciprocal Influence between the Work–Family Dyads' Psychological	
Contracts — 36	
New Concepts in the Chapter —— 36	
Practice for Couples —— 37	
References —— 45	
Chapter 4	
Triangling: The Triad Work–Family Relationship —— 47	
A Triangle Relationship —— 47	
Fixed Roles Created by Cycles of Closeness and Distance —— 49	



Triangling in the Work-Family Interface —— 50	
Triangulation and Fixed Roles in Work–Family Triangles —— 55	
Triangle Maze —— 56	
New Concepts in the Chapter — 59	
Practice for all Stakeholders: Managers, Employees and Spouses —— 60 References —— 63	
References —— 63	
Chapter 5	
Work–Family Triangle Synchronization (WFTS) —— 65	
Work–Family Fit —— 65	
Work–Family Triangle Power Relationship —— 68	
Competition vs. Co-Opetition Triangle Power Relationship —— 70	
Work–Family Triangle Synchronization —— 72	
New Concepts in the Chapter —— 73	
References — 74	
Chapter 6	
WFTS Psychological Contract —— 76	
Dolan's Triaxial Model —— 77	
WFTS Triaxial Contract Design Process —— 81	
Work-Family Triangle Satisfaction —— 82	
Work-Family Triangle Misfit —— 83	
Reciprocity of Work Needs-Family KSA Fit and Family Needs-Work KSA Fit —— 8	5
New Concepts in the Chapter —— 86	
Appendix: WFTS Triaxial Contract: Examples of Fit Elements —— 87	
Practice for All Stakeholders: Managers, Employees and Spouses —— 93	
References —— 101	
Chapter 7	
Building and Developing a Trust Triangle Relationship —— 102	
Trust and Work — 105	
Measuring and Developing Trust in the Working Environment —— 107	
Multinational Firms and Generational Diversity —— 112	
New Concepts in the Chapter —— 113	
Manager —— 114	
Employee —— 116	
Spouse —— 118	
References —— 121	

Summary —— 123

- (a) The Triangle Interface 124
- (b) From Balance to Synchronization --- 124
- (c) Tailor Suit Synchronization 125
- (d) A Co-Opetiton Psychological Contract —— 125 References —— 128

List of Figures --- 129

List of Tables --- 131

About the Authors --- 133

Index ---- 135