

## Abstract

**THESIS:** Sleep, Energy, and Work to Family Spillover: A Positive Perspective

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Drawing on work-family theory, this study was designed to better understand the novel *Work, Nonwork, Sleep* framework proposed by Crain et al. (2018). More specifically, the primary goal of the current paper was to utilize longitudinal data to better understand the relationships between objective sleep quality/quantity, subjective sleep quality, workplace emotional burnout, and positive work-to-family spillover. A secondary goal was to determine whether there are lasting effects of time on these variables; that is, whether these variables are static and unchanging or if they are capable of changing as time continues. Data from a larger longitudinal study that was designed to examine the effects of a workplace intervention on work, family and health was used. Due to this, only the control portion of the sample was used. The sample ( $N = 400$ ) consisted of technology employees from a single Fortune 500 company with multiple different sites. Data was collected at four different time points: baseline, 6-months, 12-months, and 18-months. It was predicted that burnout, sleep, would significantly predict positive work-to-family spillover. It was also predicted that time would be significantly predicted positive work-to-family spillover in an unknown direction. Additionally, for exploratory purposes, both gender and level of education were added as predictors of positive work-to-family spillover. Utilizing longitudinal hierarchical linear modeling, several interesting findings were discovered. It was found that burnout and time significantly predicted positive work-to-family spillover, but sleep quality and quantity did not. It was also found that both gender and education significantly predicted positive work-to-family spillover.