

## Work/Life Abstracts

### What Mothers Face at Work: Why the “Opt Out” Explanation is Insufficient

*Eden King*

Even before they deal with the challenges of balancing work and family responsibilities, mothers' participation and advancement in the workplace are undermined by persistent, common, subtle biases that push some women out of their careers. Dr. King will describe evidence regarding the stereotypes and discrimination that women encounter when they have children and some of the strategies by which these barriers might be dismantled.

### Navigating Pregnancy in the Workplace

*Laura Little*

Given that roughly 1.5 million women working in the United States become pregnant each year, pregnancy and its impact on work is an important issue. Although pregnancy can be a wonderful time in women's lives, existing research suggests that pregnancy is not always viewed positively in work settings. Many women who become pregnant worry that the stereotypes associated with pregnancy and motherhood will alter others' perceptions of their competence and character at work. These concerns can include apprehension about differential treatment or even fears about serious and negative career consequences. Laura Little of the University of Georgia will present findings on how women handle these concerns and what influence their reactions can have on important work outcomes.

### Social Media or Social Minefield? When the Professional and the Personal Collide in Cyberspace

*Ariane Ollier-Malaterre*

Social media presents both professional opportunities and challenges. It can boost a career or destroy it, promote an organization or embarrass it deeply. In particular, great challenges exist on social spaces such as Facebook or Twitter in which the lines between the personal and the professional are blurred. How do individuals craft successful social media strategies? What is the impact of online social networks on

relationships between colleagues at the workplace, and between bosses and subordinates? Do social media help or hurt team performance? To shed light on these timely questions for individuals and organizations, Ariane Ollier-Malaterre of the University of Quebec in Montreal will present the findings of six years of research.

## Intervention Effects on Psychological Health: Findings from the Work Family Health Network

*Rebecca Thompson*

This study examines the effects of a work-family organizational intervention designed to increase work resources (perceptions of supervisor support for family, control over work time) to positively impact employees' psychological health (stress, psychological distress) in a group-randomized field experiment in 30 health care facilities. Multilevel analyses from across four time points indicated that caregiving demands significantly moderated intervention effects. Specifically, the intervention was more beneficial in improving psychological health for employees with elder or sandwiched caregiving responsibilities, but not for employees who only had child care demands or no care demands. The intervention was also more effective in improving psychological health in health care facilities that had higher pre-intervention ratings of satisfaction with resident care quality. Implications and future directions will be discussed.