

# INPLASY PROTOCOL

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submission:** Preliminary  
searches.

**Conflicts of interest:**  
None declared.

## INTRODUCTION

**Review question / Objective:** What are the antecedents and consequences of work-family balance?

**Rationale:** Family and work are probably the most important areas of people's lives. Our identity, and even our existence, is tied

## Antecedents and consequences of work-family balance: A systematic literature review

Marôco, AL<sup>1</sup>; Gonçalves, SP<sup>2</sup>; Nogueira, F<sup>3</sup>.

**Review question / Objective:** What are the antecedents and consequences of work-family balance?

**Eligibility criteria:** s inclusion criteria it was established that only original peer-reviewed articles would be included, whose: 1) object of study are active workers; 2) concept of family-work relationship under study is effectively the work-family balance (and not only the absence of work-family conflict); 3) language used is English, Spanish and Portuguese. The exclusion criteria for articles/works were: 1) the object of the study is not active workers (such as spouses of workers or other family members such as children, future active workers, unemployed or even retired workers); 2) the concept of work-family relationship used is the conflict work-family and/ or work-family enrichment; 3) in languages other than English, Spanish or Portuguese; 4) designated as gray literature (such as theses, books, book chapters, and conference proceedings,...)

**INPLASY registration number:** This protocol was registered with the International Platform of Registered Systematic Review and Meta-Analysis Protocols (INPLASY) on 27 October 2022 and was last updated on 27 October 2022 (registration number INPLASY2022100112).

to the role each of us plays both at the family level and at the workplace. The family and work domains in today's society are not independent domains, they are integrally linked and influence each other (Brotheridge & Lee, 2005).

In the last decades, the work-family relationship has been the subject of multiple studies, based on different

approaches. Work-family conflict, besides being the first approach to the work-family relationship, is the one that has been most widely studied (Byron, 2005; Greenhaus & Beutell, 1985; Michel et al., 2011). Later on, other approaches appeared, namely work-family enrichment (Greenhaus & Powell, 2006) and work-family balance (Carlson et al., 2009; Zhang et al., 2020). Studying work-family relations is of vital importance, not only for the individual worker, but also for his or her family and for the management of human and social resources in organizations. From the worker's point of view, the balance between work and family translates into a better quality of life, both at the individual and family levels. At the level of human resources management, a positive balance in the work-family relationship contributes not only to an improvement in the recruitment and retention of employees, but also to building a relationship of commitment and loyalty to the organization, to reducing absenteeism, and consequently to increases in productivity. (Lavassani & Movahedi, 2014).

The knowledge of the factors affecting the balance of the work-family relationship as well as its consequences on the personal, family and organizational levels is of paramount importance in today's societies, since it allows for an integrated view of the issues associated with the work-family relationship. This, according to Michel et al. (2011) for example, will produce a clearer and more comprehensive understanding of the work-family relationship.

**Condition being studied:** Not applicable.

## METHODS

**Search strategy:** In searching for the articles in the different databases, the search equation used was: ("work-family balance" AND ("antecedents" OR "predictors")) OR ("work-family balance" AND ("consequences" OR "outcomes")). The databases used in the search were: Web of Science, SCOPUS and Knowledge Library online(B-on).

**Participant or population:** The participants are active workers.

**Intervention:** Not applicable.

**Comparator:** Not applicable.

**Study designs to be included:** Correlational, quasi-experimental and experimental studies.

**Eligibility criteria:** As inclusion criteria it was established that only original peer-reviewed articles would be included, whose: 1) object of study are active workers; 2) concept of family-work relationship under study is effectively the work-family balance (and not only the absence of work-family conflict); 3) language used is English, Spanish and Portuguese. The exclusion criteria for articles/works were: 1) the object of the study is not active workers (such as spouses of workers or other family members such as children, future active workers, unemployed or even retired workers); 2) the concept of work-family relationship used is the conflict work-family and/ or work-family enrichment; 3) in languages other than English, Spanish or Portuguese; 4) designated as gray literature (such as theses, books, book chapters, and conference proceedings,...)

**Information sources:** The information sources used were the electronic databases: Web of Science, SCOPUS and Knowledge Library online(B-on).

**Main outcome(s):** Knowing the antecedents of work-family balance, as well as its consequences, will allow the construction of an integrated model of work-family relations. This model will provide a clearer and more comprehensive understanding of the work-family relationship, and consequently contribute to an improvement in personal, organizational, and social well-being. Practical implications for management and personal well being are expected.

**Data management:** The articles resulting from the search in the databases used

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were imported into Mendeley. The choice of articles to be included in this SLR will be made based on the application of the PRISMA FLOW diagram. The articles selected for analysis will be subject to a quality analysis using a suitable grid for quantitative studies (Law et al., 1998) or qualitative studies (Letts et al., 2007), as well as a content analysis and a bibliometric analysis with the VOSviewer software.

**Quality assessment / Risk of bias analysis:**

The articles selected for analysis will be subject to a quality analysis using a suitable grid for quantitative studies (Law et al., 1998) or qualitative studies (Letts et al., 2007).

**Strategy of data synthesis:** After importing the articles resulting from the search of the databases used into Mendeley, the next selection step was to eliminate duplicate articles using the software's tools. In the next stages of selection, two independent reviewers read the articles independently: first by title, then by abstract, and finally in full text; checking whether they meet the inclusion criteria and thus be chosen to be part of the list of selected articles, or whether they should be excluded. Any disagreement about the exclusion or not of an article was resolved by consensus with the participation of a third reviewer.

**Subgroup analysis:** Not applicable.

**Sensitivity analysis:** Not applicable.

**Language restriction:** English, Spanish and Portuguese.

**Country(ies) involved:** Portugal ( Instituto Superior de Ciências Sociais e Políticas, Universidade de Lisboa).

**Keywords:** work-family balance, antecedents, predictors, consequences, outcomes.

**Dissemination plans:** Publication in peer-reviewed journals and conferences.

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