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**How, for Whom, and Under What Circumstances Do Family-Friendly Organizational Interventions Work?**

¿Cómo, Para Quién y Bajo qué Circunstancias Funcionan Las Intervenciones Organizacionales Amigables con la Familia?

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**ADMINISTRATIVE INFORMATION**

**Support** - n.a.

**Review Stage at time of this submission** - Data extraction.

**Conflicts of interest** - This systematic review has no conflicts of interest, as there is no external funding or prior collaboration with authors or institutions related to family-friendly organizational interventions. To ensure objectivity, several measures have been implemented.  
**Transparency:** Any potential conflicts of interest will be declared, including possible biases and limitations.  
**PRISMA Protocol:** A rigorous, systematic article selection process is followed, ensuring replicability and minimizing bias.  
**PICOS Framework:** The study adheres to the PICOS (Population, Intervention, Comparison, Outcomes, and Study Design) model to structure the analysis and answer the research question effectively.  
**Inclusion of Diverse Results:** To prevent publication bias, studies with negative or mixed outcomes are included for a balanced evaluation.  
**Declaration of Interests:** Authors of reviewed studies will disclose any conflicts of interest to assess potential influence on findings.  
The review follows principles of transparency, methodological rigor, and objectivity to ensure valid, reliable results. A proactive approach will be maintained to identify and disclose any emerging conflicts. The study aims to answer:  
How, for Whom, and Under What Circumstances Do Family-Friendly Organizational Interventions Work?

**INPLASY registration number:** INPLASY202530045

**Amendments** - This protocol was registered with the International Platform of Registered Systematic Review and Meta-Analysis Protocols (INPLASY) on 11 March 2025 and was last updated on 11 March 2025.

**INTRODUCTION**

**Review question / Objective** The objective of this research is to analyze how, for whom, and under what circumstances family-friendly organizational interventions are effective in reducing work-family conflict or improving work-family balance.  
Specific Objectives:

Identify how family-friendly interventions work by analyzing their design characteristics and underlying theories.  
Determine for whom family-friendly interventions are effective by examining the worker profiles in which these interventions yield positive results.  
Determine under what circumstances work-family interventions are effective by considering contextual factors that influence their success.

**Rationale** In this context, the inherent complexity of work-family conflict and the limitations observed in interventions designed to address it present a crucial opportunity to generate deeper and more comprehensive knowledge. This conflict not only involves managing competing demands between work and family but is also influenced by individual, organizational, and sociocultural factors that shape employees' perceptions of balance and well-being. Although interventions such as flexible work arrangements, leadership support, and reconciliation policies have shown positive effects, their effectiveness varies considerably depending on the context and employees' specific needs. This variability underscores the need for a more detailed understanding of how contextual factors and individual characteristics interact with interventions to achieve effective outcomes.

To advance in this field, it is essential to conduct a study that not only evaluates the overall impact of family-friendly interventions but also explores how different intervention mechanisms can be adapted to various work and personal environments. Factors such as organizational culture, industry, and workforce demographics must be considered.

A broader and more detailed approach would allow the discovery of unexplored aspects and provide a more comprehensive response to the multiple questions posed by the research inquiry. By delving into how individual, organizational, and sociocultural factors influence work-family balance, it will be possible to design interventions that better align with the needs of different employee groups. This includes evaluating approaches such as work flexibility, leadership support, and reconciliation policies that reflect the specific characteristics of each organizational context.

Since the negative impact of work-family conflict continues to affect both individuals and organizations, the development of effective interventions has become a priority. Although some interventions have been evaluated, others remain unanalyzed or have not been categorized based on their context, mechanism of action, and outcomes. This gap in the literature justifies the need for this research, which seeks to provide a deeper understanding of the conditions necessary to answer how, for whom, and under what circumstances family-friendly interventions work.

In an environment where the separation between work and family life is increasingly blurred, developing organizational interventions that mitigate work-family conflict is crucial. However,

the lack of clarity in current approaches, theories, and definitions creates uncertainty about their effectiveness in different contexts. This research is fundamental to identifying the conditions under which these interventions can improve employees' well-being and contribute to long-term organizational success.

To address this gap, the present study will conduct a systematic review using rigorous methodologies, such as the PRISMA statement and the PICOS framework, to evaluate organizational interventions aimed at improving work-life balance and reducing work-family conflict. Furthermore, it seeks to minimize bias by including studies with positive, negative, and mixed results, ensuring a more balanced and representative analysis of the organizational reality.

By adopting a systematic approach, this study aims to provide evidence-based insights into the effectiveness of different interventions, helping organizations develop policies that align with employees' real needs. The findings will contribute to the ongoing academic discussion and offer practical recommendations for organizations striving to foster healthier and more productive work environments.

In conclusion, understanding the dynamics of work-family conflict and implementing well-informed interventions is critical in today's evolving work environment. This study will serve as a foundation for future research and practical applications, ultimately promoting a more balanced and sustainable approach to work-family integration.

**Condition being studied** Quantitative studies evaluating interventions aimed at improving work-family balance or reducing work-family conflict in organizational contexts.

## METHODS

**Search strategy** To address the research question, only quantitative studies evaluating interventions aimed at improving work-family balance or reducing work-family conflict in organizational contexts will be included. Studies must be published in English between 2014 and 2024 and must present applicable and measurable results in the workplace.

### Systematic Search

The search will be conducted in relevant databases: APA-PsycArticles, Science Direct, Scopus, PubMed, and Web of Science, using combinations of key terms such as "work-family

conflict," "work-family balance," "work-family enrichment," "work-life conflict," "work-life balance," "work-life enrichment," "organizational intervention," "work-family intervention," and "work-non work intervention."

A comprehensive coverage will be prioritized to ensure a broad and representative search. The keyword combinations will be adapted using Boolean operators for each database.

Studies will be excluded if they do not provide quantitative information on the effectiveness of the intervention or if they are published in a language other than English. Additionally, studies without an evaluation process for the family-friendly intervention or whose results cannot be applied to an organizational setting will also be excluded.

**Participant or population** Systematic review of quantitative studies evaluating interventions aimed at improving work-family balance or reducing work-family conflict in organizational contexts.

**Intervention** No applicable.

**Comparator** No applicable.

**Study designs to be included** Quantitative studies evaluating interventions aimed at improving work-family balance or reducing work-family conflict in organizational contexts.

**Eligibility criteria** To address the research question, only quantitative studies evaluating interventions aimed at improving work-family balance or reducing work-family conflict in organizational contexts will be included. Studies must be published in English between 2014 and 2024 and must present applicable and measurable results in the workplace.

**Information sources** APA-PsycArticles, Science Direct, Scopus, PubMed, and Web of Science.

**Main outcome(s)** The main outcomes is to identify and analyze the elements of the five PICOS categories in the existing literature on work-family focused organizational interventions. To achieve this, it is essential to identify and code the relevant factors within each category, such as the type of quantitative sample, the nature of the intervention, the characteristics of the target population, and the theoretical framework supporting the intervention design. The main outcome is to be able to answer to the research question of How, for Whom, and Under What Circumstances Do Family-Friendly Organizational Interventions Work?

**Data management** For data management, once the relevant articles have been selected, a data matrix will be constructed to record information from each study. This matrix will allow for analysis and visualization of the relationships between different elements, organized into rows and columns.

In the rows, each intervention identified in the articles will be listed, focusing on reducing conflict or improving work-family balance. In the columns, the information will be structured according to the PICOS framework, ensuring a clear and systematic classification.

Once this matrix is completed, an incidence matrix will be developed. This tool will help identify and visually represent the relationship between different study elements, showing whether there is an association between the intervention, outcome, population, comparison, or context.

Subsequently, an occurrence matrix will be created to analyze how frequently these relationships appear in practice. This will help detect intervention patterns, providing key insights into the effectiveness and applicability of organizational strategies in various workplace settings.

**Quality assessment / Risk of bias analysis** To ensure a rigorous quality assessment, a structured protocol will be followed, allowing for a transparent and replicable review process. Detailed matrices will be included so that anyone can examine the procedure used to obtain the results.

To avoid selection bias, the inclusion and exclusion criteria have been clearly defined, ensuring that the selection of studies is conducted objectively and consistently. Additionally, the established protocol will be strictly followed, and the PICOS framework will be applied, aligning with the principles of transparency and methodological rigor.

**Strategy of data synthesis** The information will be collected in the matrices to allow for comparisons based on the different elements of the PICOS framework. This analytical approach will facilitate a narrative synthesis of the quantitative studies, integrating the findings into a descriptive format that enables the observation of general trends and specific nuances without the need for a statistical meta-analysis.

Narrative synthesis is particularly useful when studies exhibit heterogeneity in terms of design, methodology, or population, or when their results are not directly comparable. This descriptive and narrative approach provides a comprehensive and nuanced view of the available evidence to answer the research question, without the need to combine statistical data.

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**Subgroup analysis** No applicable.

**Sensitivity analysis** No applicable.

**Language restriction** English.

**Country(ies) involved** Colombia.

**Other relevant information** This is a master thesis not for publication, only for defense.

**Keywords** organizational intervention, work-family, work-life, conflict, balance.

**Dissemination plans** Objective: Ensure that the thesis findings are clearly and effectively presented during the defense, as well as shared with key individuals in the academic and professional environment without requiring formal publication.

Target audience: Thesis evaluation committee (professors and university jury) and thesis advisor.

Dissemination strategy:

- Final report: Submission of the written thesis
- Oral defense: A structured PowerPoint presentation for the evaluation committee.

#### **Contributions of each author**

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