Harmonizing Work, Family, and Personal Life

When designed well, effective work–life balance practices can improve employee productivity and firm success, while enriching employee engagement and life satisfaction. These practices are not just the right thing to do for employees – they are the right thing to do for an organization’s bottom line. Harmonizing Work, Family, and Personal Life examines the organizational challenges of introducing work–life policies and practices from both an individual and a managerial perspective. Drawing on state-of-the-art academic literature and studies of a broad range of companies around the globe where such policies have been implemented, this book is a practical guide for policy design and implementation.

Harmonizing Work, Family, and Personal Life is essential reading for human resource managers, consultants, and coaches, as well as students and researchers in the fields of human resource management, organizational behavior, or career management.

STEVEN A. Y. POELMANS is Assistant Professor of Managing People in Organizations at IESE Business School, Barcelona, where he is co-founder and Academic Director of the International Center of Work and Family. Professor Poelmans is also the coordinator of the second phase of the Collaborative International Study on Managerial Stress (CISMSII), the first international study of work–family conflict in twenty-six countries.

PAULA CALIGIURI is Professor of Human Resource Management in the School of Management and Labor Relations at Rutgers University, where she is the Director of the Center for Human Resource Strategy (CHRS). As a consultant, Professor Caligiuri is the President of Caligiuri and Associates, Inc., a consulting firm specializing in the selection, performance assessment, and development of global leaders.
Harmonizing Work, Family, and Personal Life

From Policy to Practice

STEVEN A. Y. POELMANS AND PAULA CALIGIURI
I dedicate this book to my dear friends and colleagues who inspired me to study the work–family interface over the last decade: Marc Buelens, Nuria Chinchilla, Pablo Cardona, and Tammy Allen.

In my heart I dedicate this book to my dear wife and daughter, Lilia and Elisa, who reward me every day for my balancing act with their joy and optimism.

– Steven

I dedicate this book to the individuals who have helped shape my own sense of work–life balance:
To my parents – by example, they taught me what matters most in life
To Don – an everlasting reminder that life is precious and short
And
To George – a muse for my work, a joy in my life, who brings balance to my days.

– Paula
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Contributors

Tammy D. Allen is Associate Professor of Psychology at the University of South Florida. Her research interests include work and family, career development, and mentoring. Her work on these topics has appeared in journals such as the *Journal of Applied Psychology*, *Personnel Psychology*, *Journal of Management*, *Journal of Vocational Behavior*, and *Journal of Organizational Behavior*. She is an associate editor for the *Journal of Occupational Health Psychology* and serves on the editorial boards of the *Journal of Applied Psychology*, *Personnel Psychology*, and *Journal of Vocational Behavior*.

Anne Bardoel is Associate Professor in the Department of Management, Faculty of Business and Economics at Monash University, Melbourne, Australia. The current focus of her research is organizational strategies for work and family balance and she has published a number of articles in academic journals on this topic. She is recognized as one of Australia’s leading researchers in the work–family area and is the founder of the Work–Life Research Program (part of the Australian Centre for Research in Employment and Work). She is also the President of the Work–Life Association in Australia. She has extensive consulting experience with a wide range of public and private sector organizations including undertaking company work–life assessments, organizational cultural audits, and benchmarking quality management programs.

Barbara Beham holds a Master’s degree in business administration and a PhD in business sciences/organizational behavior (University of Linz, Austria). For two years she worked as a researcher at the International Center of Work and Family at the IESE Business School in Barcelona, Spain. Her research focuses on organizational citizenship behavior, work–family conflict, and family-friendly human resource policies. She is currently working as a post-doctoral research fellow at the University of Hamburg, Germany.
List of contributors

Paula Caligiuri is Professor of Human Resource Management Department in the School of Management and Labor Relations at Rutgers University, where she is the Director of the Center for Human Resource Strategy (CHRS). She has lectured in numerous universities in the United States, Asia, and Europe. Paula researches, publishes, and consults in three primary areas: strategic human resource management in multinational organizations, global leadership development, and global assignee management.

Paula Caligiuri was listed among the most prolific authors in the field of international business according to a 2005 study conducted by Michigan State University. Her academic publications include several articles in the *International Journal of Human Resource Management*, *Journal of World Business*, *Journal of Applied Psychology*, *Personnel Psychology*, and *International Journal of Intercultural Relations*. Consonant with her interest in action-oriented research, she has also published on the topic of psychometric statistics in the *Handbook of Statistics* and *Statistics and Probability*. Paula is on numerous editorial boards for academic management journals. She holds a PhD in industrial and organizational psychology from Penn State University.

Paula is also the President of Caligiuri and Associates, Inc., a consulting firm specializing in the selection, performance assessment, and development of global leaders. Her clients include several US-based and European-based global organizations.

Helen De Cieri is Professor of Management and Director of the Australian Centre for Research in Employment and Work (ACREW) in the Department of Management at Monash University. She has held visiting appointments at universities in Australia, China, Malaysia, Hong Kong, and the USA. Her consulting experience includes projects with Australian and international organizations across private and public sectors. Helen’s current research activities include strategic human resource management (HRM) in multinational enterprises, HRM issues in the Asia-Pacific region, and work–life management issues.

Helen has co-authored two books and published over seventy book chapters, monographs, and journal articles in leading international academic publications. From 1996 to 2002, Helen was the editor of the *Asia Pacific Journal of Human Resources*, the leading regional
Helen is a departmental editor (strategic human resources and international industrial relations) for the Journal of International Business Studies and serves on the editorial boards of several academic journals, including the Academy of Management Journal and Human Resource Management.

Joan Gentilesco-Giue is currently an HR consultant with the IBM Corporation, Sales & Distribution. Formerly, Joan spent six years as Technology and Communication Project Manager for the Work–Life, Flexibility, and Mobility Project Office with IBM, where she provided leadership and counseling on new and existing IBM work–life programs and initiatives. More specifically, in this role, Joan was responsible for identifying global technology solutions in support of a workforce flexibility executable plan to address employees’ expressed needs in the area of work–life balance and workload. She was also responsible for developing and implementing employee and management cultural training consistent with an approved flexibility strategy. Additionally, Joan has created a methodology consistent with IBM Human Resources Research practices to measure results. Joan originally joined IBM in Valhalla, New York in 1980. She has held various positions including Corporate Business Transformation Senior Project Manager, Marketing Operations Manager, and Human Resources Advisory Professional.

Joan also holds a Master’s degree in human resource management. Joan is married and currently resides in Somers, New York. She enjoys spending time with family and friends and volunteering at local schools to promote students’ interests in technology.

Nicole Givelekian is Research Fellow with the Center for Human Resource Strategy at Rutgers University in New Jersey, USA. Nicole has worked with Schering-Plough Corporation to develop recommendations for a comprehensive work–life balance program for their employees in the United States. Previously, Nicole had worked in human resource management for Siemens Corporation in the United States in the areas of staffing and employee relations. Nicole holds a Master’s degree in human resource management from Rutgers University and a BA in labor and employment relations (Rutgers University, Douglass College). Her current research interests include work–life balance program composition and implementation and strategic human resource management.
Mila Lazarova is Assistant Professor of International Business at Simon Fraser University, Canada. She received her PhD in industrial relations and human resource management from Rutgers University in New Jersey, USA. She also holds a Master’s degree in international economic relations from the University of National and World Economics in Sofia, Bulgaria. Mila’s research interests include expatriate management, with a focus on repatriation and the career impact of international assignments, work–life balance issues related to assignments, global careers, and the role of organizational career development and work–life balance practices on employee retention. She is currently involved in a study of global virtual teams. She was recently awarded a SSHRC-INE grant for an international comparative study of training and development practices. Mila’s work has been published in outlets such as the Journal of World Business and the International Journal of Human Resource Management. She has also contributed chapters to several books on international human resource management and global leadership.

Aline D. Masuda received a Master’s degree at Missouri State University and a PhD from the University at Albany, State University of New York in industrial organizational psychology. She has consultant experience in the area of organizational surveys working at International Survey Research, a global consultant firm in Chicago, and at IBM in the areas of workforce research and marketing intelligence. She has been conducting research in the area of work–family balance, motivation, and leadership with emphases in cross-cultural studies. She has published in the areas of leadership and motivation. Currently, she is working as a post-doctoral researcher at IESE Business School, Barcelona.

Shilpa Patel is currently Technical Support and Training Manager for MTL Instruments Group plc. She is responsible for the development of both internal and external customers in Europe, the Middle East and Asia, and for rolling out the training and support function through these regions. At the time of working on the material in this chapter, she was engaged as a consultant in the Department of Organizational Behavior in IESE Business School, University of Navarra. Her role was to build on the previously defined methodology for measuring, assessing, and improving the performance of companies in terms of work–family balance, by developing a practical guide for organizations to follow.
Oana Petrescu is currently Work–Life Programs Manager for IBM Europe, Middle East, and Africa (EMEA). In this role, Oana is working closely with the EMEA Diversity team, providing support in all work–life related areas, from strategy definition to project design and implementation, from data analysis to managing budget and financial processes. In addition, she is responsible for all pan-EMEA Global Work–Life Fund projects related to dependent care. Oana joined IBM in 1996, since then holding positions as human resources manager, human resources and administration manager, and HR specialist. Oana holds a Master’s degree in engineering, a Master’s in business administration from Henley Management College, and a certification in human resources management from the Romanian–American Post-Graduate School of Business in cooperation with the University of Washington. Oana is married, has one son and currently resides in Bucharest, Romania. Her free time is spent with family and friends, travelling, reading, and playing bridge.

Steven A. Y. Poelmans is currently Academic Director of the International Center of Work and Family and Assistant Professor in the Managing People in Organizations Department of IESE Business School. He has a Master’s in organizational psychology (University of Louvain, Belgium), a Master’s in marketing management (Vlerick Management School, Belgium), and a PhD in management/organizational behavior (IESE Business School, University of Navarra). His research focuses on work–family conflict, managerial stress, and family-friendly human resource policies.

He teaches organizational behavior, career management, managerial communication, and self-management to MBA students and executives. In his research, teaching, and consulting practice he has developed a cross-cultural approach, doing collaborative international research on managerial stress and work–family conflict, teaching executives in European multinationals in English, Spanish, and Dutch, and consulting in Europe, Central America, and Africa.

He is a founding member of the European Academy of Management and a member of AOM and SIOP. He is editor of the book Work and Family: An International Research Perspective (2005) and has published in journals such as the Human Resource Management Review, Personnel Psychology, International Journal of Cross-Cultural Management,
Olena Stepanova holds a Master’s degree in the psychology of intercultural actions (University of Nancy 2, France). She graduated in psychology after studying in Ukraine and the USA, and has worked in a personnel consulting company. She has also collaborated with various academic and social institutions.

Currently she is working as a research assistant in the International Center of Work and Family (ICWF) at IESE Business School, University of Navarra. Her research focuses on cultural change, family-friendly policies, work–family and cross-cultural issues, coaching and mentoring.

Cynthia A. Thompson is Professor of Management in the Zicklin School of Business at Baruch College, City University of New York. She teaches undergraduate, MBA, and doctoral courses in organizational behavior, human resource management, and work–life balance. She has been studying work–family issues for over twenty years and has presented her research at numerous national and international conferences. Her work has been published in both scholarly and practitioner journals, including the Journal of Applied Psychology, Journal of Vocational Behavior, Journal of Occupational and Health Psychology, Sex Roles, Journal of Management Education, Community, Work and Family, and Journal of Employee Assistance. Two of her articles were nominated for the Rosabeth Moss Kanter Award for Excellence in Work–Family Research. Her current research interests are focused on the structural antecedents of work–life culture. In addition to her research and teaching, she has worked as a consultant to the Center for Work and Family in Boston and as Senior Research Associate at the Families and Work Institute, where she co-authored the 2002 National Study of the Changing Workforce.