The dynamics between work and home: Spillover and crossover of work-related experiences

July 15, 2016, 14h30, ISCTE-IUL, Auditorium ONE01 (Building I)

Ana Isabel Sanz Vergel
Norwich Business School, University of East Anglia

Ana Isabel Sanz-Vergel works at Norwich Business School, University of East Anglia, as a Senior Lecturer in Organisational Behaviour. Her research interests are related to the field of work and organizational psychology, occupational health and employee well-being, including topics such as recovery from stress, work-family conflict and crossover of work-related experiences. She has published her work in different international journals such as Human Relations, Journal of Occupational Health Psychology or Journal of Occupational and Organizational Psychology.

[Abstract] Work and home are two crucial domains in peoples’ lives. Apart from being employees, people engage in different roles: they are colleagues, partners, parents, sons, or friends. There are many different responsibilities to attend to in one day. Finding out more about the dynamics between work and home is crucial to understand better why employees are stressed, how they can cope with daily demands and how they can maintain their well-being. In this seminar, I will give an overview of two processes that may help understand better these dynamics, namely spillover and crossover. Whereas spillover refers to the intra-individual transmission of experiences between domains (i.e. from work to home or vice versa), crossover refers to the inter-individual transmission within the same domain. Our studies show how different work-related experiences such as emotional labor, work engagement, job crafting, or conflicts at work, affect not only employees well-being (spillover), but also their colleague's and partner’s well-being (crossover).