**Annotated Bibliography**

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[120-Days: Course Learning Journal](https://www.ogsdial.org/system/Assignment_View.asp?ASSIGNMENT_ID=8454&COURSE_ID=2434)

Continuation of the SR953 Research for 21st Century paper that you began for your 60-day assignment.

1. Structure (Paper Evaluation includes the following structure below).

a. Download the “OGS APA Course Assignments Template 7th Ed 2021” template
from the General Helps folder in the AA-101 The Gathering Place Course on DIAL. Using the template, create the following pages.
b. Title Page (Not included in page count).
c. Copy and paste the assignment instructions from the syllabus starting on a new page after the title page, adhering to APA 7th edition style (APA 7 Workshop, Formatting, and Style Guide, APA 7 Quick Guide).
d. Start the introduction on a new page after the copied assignment instructions.

2. Write a summary for each of your resources (see 60-day assignment instructions, #5, and #6 for specifications). Use a Level 1 heading at the beginning of each summary. Level 2 and Level 3 headings are optional.

3. Include the following for each book from the 60-day assignment (A minimum of two books (minimum of one published in the last five years) relevant to your chosen topic.)

a. a short biography of the author and his or her credentials, and
b. your assessment of each book’s (a) readability, (b) presentation of the subject, and (c) relevance to your chosen topic.

4. Include the following for each journal article from the 60-day assignment (A minimum of five primary research journal articles relevant to your chosen topic; four articles must be less than five years old.)

a. the title, year, and author(s) of the research;
b. the basic categories in the literature review section;
c. a brief description of the research type and methods;
d. a brief description of the population being studied and how the participants were selected for the research; and
e. a brief description of the findings and conclusions.

5. Document all sources, including citations in APA style, 7th edition (APA 7 Reference Example, APA 7 Quick Guide)

6. Include a separate Works Cited page, formatted according to APA style, 7th edition (not included in page count).
7. Submit the completed paper to DIAL.

**Connecting the Dots: Work. Life. Balance. Ageing**

Cerita Buchanan (MSW) is the Head of the social work training and Research Centre at the University of the West Indies, Open Campus

Dr. Peta-Anne Baker is a retired senior lecturer at the University of the West Indies, Department of Sociology, Psychology and Social Work

This book is dedicated to the study of work life balance and ageing in the Caribbean. It is readable and user friendly and highlights aspects of a study done in Trinidad which highlights how the ageing/aged population aids with work life balance of the working population in particular their family members. Each chapter presents various aspects of work life balance and ageing, population and labour data and statistics, policy decisions and other areas. The chapter of focus written by the authors above is readable and highlights women in the Jamaica labour force and how their labour has been impacted by care work factors and the implications for balance and ageing. This is very relevant to my study of work life balance and women and how the mentoring of women can help young people to transition into adulthood and be better able to balance work, family and other care responsibilities.

**Dimensions of Resilience in Developing Countries: Informality, Solidarities and Care work**

Jacques Charmes is an economist and statistician. He is emeritus research director at the French Scientific Research Institute for Development (IRD), at the Centre for Population and Development. He has written a number of international reports and has a keen interest in the informal economy, time use and gender.

This book is quite readable and is a useful book for anyone studying socio-economic factors, GDP, care work and other factors in Developing countries. I selected this book because it gives a good overview of the labour and population statistics in the region and relates it back to care work and its impact on the economy and society. It looks at history and trends of the informal economy, social capital, unpaid Care work (what some human resource scholars call “non-work”) and how women’s value is weighted against involvement in the care economy. This book is very relevant and useful to my study.

 **Does Work Environment & Work-Life Balance Influence Women Employees’ Intention to Stay?**

 This peer reviewed journal article was published in 2022 by K.V. Sriram, Raj Drisya and Kamath Giridhar. The main categories in the literature review are the effects of organization culture on work-life balance and intention to stay, effect of work-life balance on intention to stay and effect of rewards and recognition on work-life balance and intention to stay.

 A quantitative study was done with executives and management of six automotive companies. The study aimed to explore factors that impact women balancing work, family and personal life and intention to stay in the automotive industry. The study utilized a questionnaire related to work-life balance, intention to stay, organizational culture, rewards and policies. 254 Indian women were surveyed using a convenience sampling approach and a simple random sample. A pilot was done of 45 respondents.

“The results show that organizational culture, work-life balance and organizational policies

 are the main factors influencing the intention to stay among the women workforce in automotive industry”

 **A Mindfulness Intervention promoting work–life balance: How segmentation preference affects changes in detachment, well‐being, and work–life balance**

 This peer reviewed article was published in 2021 by Sarah Elena Althammer, Dorota Reis, Sophie Van Der Beek, Laura Beck and Alexandra Michel. Some of the categories in the literature review are Mindfulness as a cognitive-emotional segmentation strategy, segmentation preferences, boundary theory and boundary management skills, mindfulness and mindfulness-based interventions and intervention effects on work-life balance.

 This is a mixed method study that utilized a randomized wait-list control group design using questionnaires and an experimental diary study. 190 participants completed the study (80 in the intervention group and 110 in the control group). Participants were selected using advertisements (flyers), professional email lists and snowball sampling technique.

The findings suggest that “mindfulness-based self-training intervention can foster detach-

ment, reduce psychological work–life conflict, and improve satisfaction with work–life

balance, our study advances the literatures of boundary theory, mindfulness, and positive

Psychology” (Althammer et al, 2021, p. 302).

**Harmony and Help: Recognizing the Impact of Work-Life Balance for Women Leaders**

This journal article was published in 2018 by Dr. Krystal L. Brue, an assistant professor within the Department of Business, Cameron University. The categories in the literature review are work-life balance, work-family conflict, social support and work-family integration and blurring. This is a quantitative study utilizing an online survey to explore work family integration/blurring, work family conflict and social support sources to determine how women consider these factors in leadership.

Three research questions guided the study: (a) “is there a relationship between the sources of support for women in leadership and integration or segregation of work and non-work roles, (b) is WFC influenced by role integration for women in leadership, and (c) what type of WFC is primarily perceived by women in their leadership roles?” (Brue, 2018 p.2).

The research invited 93 women leaders selected from women-only professional associations ( from the STEM group and a business group) but only 45 voluntarily participated; a 48% response rate.

The findings suggest that the majority of women received social support from their spouses then from mentors outside their organization. Women tended to feel more time based conflict rather than strain based conflict. 49% indicated that they did not have clear boundaries between work and family roles and that work often interfered with family time rather than family impeding work. The research concluded that the findings are consistent with the literature and that larger scale studies are needed to be able to be more generalizable.

**Spiritual leadership and work–family conflict: mediating effects of employee well-being**

This journal article was published in January 2021 by William D. Hunsaker. The categories of the literature review are work-family conflict, spiritual leadership and work family conflict and spiritual well-being as a mediator.

The study uses an explanatory research design to explain the relationship between spiritual leadership and work–family conflict. “The approach was based on a cross-sectional survey of 278 workers from diverse industries and functional roles in South Korea's manufacturing and service sectors. Structural equation modeling and hierarchical regression analysis were used to test hypothesized relationships” (p.1) Participants were selected from multiple industries and supervisory levels and some inclusion criteria were married, employed and working a minimum of 20 hours per week. The study looks at how employee well-being along with spiritual leadership, helps to alleviate the negative effects of work–family conflict. The finding of the study supports that “employees' sense of meaningfulness in and at the workplace was enhanced through the interactive relationship between leaders and followers, employees reported alleviated levels of role conflict between work and family” ( p.157).

**Stress and psychological distress in emerging adulthood: A gender analysis**

This article was published in September 2020 by M. Pilar Matud, Amelia Diaz, Juan Manuel Bethencourt and Ignacio Ibanez. The main categories of the literature review are emerging adulthood and major transitions in social roles and high levels of stress.

 This is a quantitative study of 4,816 participants, 50% women from the Spanish population between the age 18-29 years old. The sample participants were selected through educational and work centres. The goal of the study was to “assess the relevance of stress, coping styles, self-esteem and perceived social support in the distress of emerging adult women and men. A second aim was to examine the existence of differences between emerging adult men and women in distress, in stress (number of life events, chronic stress and minor daily hassles), in coping styles, in self-esteem and in perceived social support” (Matud et al, 2020 p. 3)

 The findings indicate an “existence of a relationship between stress and coping styles with psychological distress in emerging adults. Although there were some differences between women and men in psychological distress, chronic stress, minor daily hassles, emotional coping style, detachment coping styles, self-esteem and social support, the main predictors of psychological distress were the same for emerging adult women and men, the most important being high emotional coping style, lower self-esteem, and high number of life events” (Matud et al, 2020 p. 6).

***Works Cited***

Althammer, S.E, Reis, D., Beek, S., Beck, L., & Michel, A. (2021). A mindfulness intervention promoting work–life balance: How segmentation preference affects changes in detachment, well‐being, and work–life balance. *Journal of Occupational and Organizational Psychology*, *94*(2), 282–308. <https://doi.org/10.1111/joop.12346>

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