

Understanding How Individuals Use Boundary Management Tactics to Manage Work-Life Interference

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EXECUTIVE SUMMARY

Today's fast paced organizational life requires many employees to constantly deal with life and work balance. We present a model of how the use of boundary management tactics can affect life satisfaction. We suggest how individual differences (i.e., gender, age, and culture) affect the use of these tactics to manage work-life conflicts. In addition, low life satisfaction creates a feedback loop and presents individuals with an opportunity to recalibrate by choosing additional or different boundary management strategies. The practical implications from this research for managers are a tool to discuss and tailor individualized solutions for employees, resulting in greater work-life satisfaction and productivity.

Keywords: Boundary management tactics, Work-life interference, Gender, Age, Cultural differences