1 Introduction

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Over the past three decades, academic, organizational, and popular press interest in understanding the intersection of employees' work and family lives has mushroomed (Allen, 2012). Early research in the area was mostly conducted in the United States, but more recently there has been an increase in studies conducted in other countries and research including samples from multiple cultural contexts. Additionally, the backgrounds of researchers themselves are becoming more international. At the most recent meeting of the Work Family Researchers Network in Washington, DC (2016), the program included scholars from over forty countries. Given that work and family dynamics are entrenched in larger societal contexts, such as gender role norms, national policies, economic stability, and cultural values, this expansion is merited. Further, understanding societal or cultural variations of work–family interactions has important implications for human resource practices in this era of increasing globalization.

Despite a growing literature on cross-cultural work–family research, there have been few attempts in the literature to integrate findings. Specifically, the expansion of this research has not been particularly programmatic in nature. This stems from the cross-disciplinary and often interdisciplinary nature of work (e.g., psychology, business, family studies, sociology, political science, and economics) as well as the fact that some studies involve basic replication in another cultural context, others address unique questions in new contexts, and yet others make explicit comparisons based on measured cultural values or presence of social policies or structures. Such progression has resulted in a somewhat disjointed literature, making a complete understanding of the state of knowledge, theoretical progression, and identification of the most compelling future research ideas in cross-cultural work–family research challenging (Shockley, Douek, Smith, Yu, Dumani, & French, 2017). The major previous effort to provide a reference for international work–family research was published by Steven Poelmans' (2005) edited volume entitled *Work and Family: An International Research Perspective*. This book provided a valuable overview of international work–family research published prior to the mid-2000s, but considering the large amount of research that has been conducted since that time, an updated volume is merited. This research growth and expansion has also allowed for novel insights and new chapter content to emerge.

With this in mind, the goal of the present volume is to provide a single source where readers can find in-depth reviews of extant research in particular regions as

well as comparative cross-cultural work, insight regarding best practices from a methodological standpoint, and ideas about how a global lens is useful for understanding organizational, familial, and individual implications of work–family dynamics. We aim to achieve these goals through forty-one chapters divided into nine parts: (i) Overview, (ii) Assessing Cultural and Structural Differences, (iii) Methodological Considerations, (iv) Review of Research in Regions across the Globe, (v) Cultures within Cultures, (vi) Organizational Perspectives, (vii) Family Perspectives, (viii) Individual Perspectives, and (ix) Conclusion. The chapters are written by many leading scholars and researchers in the field as well as practitioners concerned with applied global work–family issues in organizations. In total, the *Handbook* authors represent seventeen unique country affiliations from all continents except Antarctica, contributing to a truly international perspective. We briefly review the content of each of section below.

Overview

The Overview part includes the present chapter (Chapter 1) followed by a chapter summarizing the extant work–family cross-cultural research by Shockley, French, and Yu (Chapter 2). Shockley et al.'s chapter is important in that it provides both a narrative review of the literature as well as a comprehensive summary table including every cross-cultural study (i.e., a study that included at least two different cultures) that includes a work–family construct, information about the countries included, the focus of the study's research questions, and a succinct summary of findings. This is important in providing future researchers with a comprehensive review for easy reference as well as a way to identify gaps in the extant cross-cultural work–family literature.

Assessing Cultural and Structural Differences

The question of how to best operationalize and understand cultural differences is one that has plagued researchers for decades (Nardon & Steers, 2009). Indeed the definition of culture in and of itself has been a topic of debate. In fact, as far back as 1952, Kroeber and Kluckhohn compiled a list of 164 unique definitions of culture. The goal of this section is to provide background to various conceptualizations of culture that have particular relevance to work–family issues, namely the work of Project GLOBE and their nine cultural value dimensions (Olliere-Malatere and Foucreault; Chapter 3) and Schwartz's cultural values framework (Masuda; Chapter 4). Because structural issues, defined as the constraints and opportunities produced by legal, economic, and social structures, are also highly relevant to the way people manage work and family, we also include two chapters devoted to these topics. Piszczek (Chapter 5) discusses social policies and economic concerns, while Gauthier and Bartova (Chapter 6) focus specifically on policies regarding parental leave.

Methodological Considerations

The trustworthiness and usefulness of any stream of research is contingent upon its methodological rigor; to this end, Part III is focused on methodological considerations in global work and family research. The six chapters within this section approach methodology from a number of different angles. The section opens with a review of methods used in global work and family research by Yu (Chapter 7). He discusses both the state of methodology in this literature, important considerations for future researchers, and a useful table detailing information about large, multi-country archival datasets. The next three chapters focus on specific types of methodologies, including meta-analysis (Dumani, French, and Allen; Chapter 8), qualitative research (Wong and Lun; Chapter 9), and archival time use data (Román and Flood; Chapter 10). The authors of each chapter are experienced researchers in applying that particular methodology, often in a cross-cultural or comparative context. As such, they offer tried and true advice involving best practices, summaries of other global work–family research that uses the methodology, and identify future opportunities they see for applying these methodologies to further advance cross-cultural work–family research. Lastly, the section closes with two chapters from authors involved in large, multi-country collaborative projects. Korabik and van Rhijn (Chapter 11) discuss best practices in scale translation and testing for measurement equivalence, drawing from their experiences with Project 3535. Spector and Sanchez (Chapter 12) provide an overview of conducting and successfully managing collaboration in a large scale cross-cultural project, including the best practices and particular challenges, highlighting their experiences with CISMS.

Review of Research in Regions across the Globe

Whereas Chapter 2 (Shockley, French, and Yu) provides a broad overview of all cross-cultural work and family research, chapters in this section of the volume provide more in-depth reviews of research that has been conducted in particular regions of the globe. Given that work–family research has historically been North America-centric, the strong influence of this region can be found in the comparative work that is reviewed, which tends to use this region (particularly American-based findings) as the referent. Each chapter covers not only comparative cross-cultural work but also studies that are based solely on samples from countries in that region, some of which may not be easily accessible to work–family researchers around the world due to language or other barriers (e.g., lack of subscription access to local journals). Additionally, each chapter touches on the unique characteristics of the region that are relevant to the work–family interface as well as recommendations for future research. In total, this section includes nine chapters, covering Western/Southern Europe (Tumminia and Omansky; Chapter 13), Central/Eastern Europe (Tement; Chapter 14), Nordic regions (Leineweber and Falkenberg; Chapter 15), Latin America (Leiva, Madrid, and Howes; Chapter 16), Africa (Mokomane; Chapter 17), the Middle East and North Africa (McMillan, Karimi, and Rada;

Chapter 18), South East Asia (Shahani-Denning and Shyamsunder; Chapter 19), Confucian Asia (Cho and Choi; Chapter 20), and Australia and New Zealand (Bardoel and Haar; Chapter 21).

Cultures within Cultures

Typically when we think of cross-cultural research, we consider a nation as the delineating boundary. However, there are several circumstances where distinct cultures exist within nations as a function of a country's history or by virtue of immigration or expatriation. This section includes three chapters that focus on case studies of cultures within cultures from a national standpoint, including the case of the United States (Eby, Vande Griek, Maupin, Allen, Gilreath, and Martinez; Chapter 22), Israel (Cohen; Chapter 23), and South Africa (Dodd and van der Merwe; Chapter 24). These chapters provide a rare glimpse into important work–family factors that differentiate subcultures in a single nation. Given the relative dearth of comparative research *within* national cultures, the authors also provide many ideas for future research. The last two chapters in this section include an assessment of work–family concerns of immigrants (Grzywacz, Gopalan, Carlos Chavez; Chapter 25), as well as a specific case of immigration–expatriation (Dimitrova; Chapter 26). Both chapters offer informative theoretical models to both provide a holistic sense of the theoretical state of the literature and guide future work.

Organizational Perspectives

Organizations are affected by the work–family and broader work–life concerns of their employees and thus often have a vested interest in supporting their employees to more effectively manage the work–family interface. The first chapter in this section reviews cross-cultural research on careers, highlighting how country-level variation in cultural values and national structures can affect the work–life interface and workers' career outcomes, particularly those of women and parents (Lyness, Judiesch, and Erkovan; Chapter 27). In the next chapter, we turn to an applied perspective on organizational issues as Pratt, Kiburz, and Wallace (Chapter 28) describe the challenges that multinational companies often face in managing their workers' work–life concerns globally. They provide examples of programs and policies that have been enacted (and in some cases, discarded) before turning to an in-depth case study of one company, Kellogg's, approach to work–life management. Finally, the last set of chapters focuses on common work–family organizational policies and initiatives, highlighting cross-cultural research and yet unanswered questions on workplace flexibility (Thompson and Kossek; Chapter 29), organizational work–family culture (Beauregard, Basile, and Thompson; Chapter 30), and family-supportive supervision (Kossek, Odle-Dusseau, and Hammer; Chapter 31).

Family Perspectives

The work–family interface lies at the intersection of two domains: work and family. This section takes a cross-cultural and global perspective on the importance of and considerations within the family domain that may affect workers' experiences and behaviors in managing their dual responsibilities, as well as the impact work may have on others in the family sphere. The first two chapters in this section focus on gender-related roles; Livingston (Chapter 32) takes a multi-level perspective regarding issues of gender and gender norms and their impact on the work–family interface across cultures, and Behson, Kramer Holmes, Hill, and Robbins (Chapter 33) focus specifically on international and cross-cultural research on fatherhood. The next three chapters concentrate on dyadic interdependencies between partners. Brough and Westman (Chapter 34) review research on dual-earner couples, exploring the unique challenges and opportunities these couples may face across cultural contexts. Craig and Habgood (Chapter 35) focus more specifically on how partners divide paid and unpaid labor across the globe. Li and Ilies (Chapter 36) focus specifically on emotional reactions to the work–family interface, which can often crossover between partners, and demonstrate similarities and differences cross-culturally. Finally, the last chapter in this section by Wheeler, Lee, and Svoboda (Chapter 37) takes a cross-cultural perspective and reviews how parents' work, family, and work–family demands and experiences affect children's well-being.

Individual Perspectives

Although individuals' experiences of the work–family interface take place within specific, cultural/national, organizational, and familial contexts, the individual continues to play a key role in shaping their own experiences. In this final section of the volume, we explore critical issues related to the individual perspective from a cross-cultural lens. First, Bulger and Hoffman (Chapter 38) review cross-cultural research on individuals' preferences and practices with regard to segmenting or integrating their work and family roles. Second, Lewis and Beauregard (Chapter 39) describe research and introduce new ideas regarding workers' search for and sense of meaning with regard to the construct of work–life balance and how this sense-making process is shaped by the broader national or cultural context. Finally, Allen, Cho, Shockley, and Biga (Chapter 40) introduce the concept of personal responsibility for work–life balance and provides some evidence for how this construct differs across cultural contexts.

Conclusion

We aim for this volume to serve many audiences: researchers already conducting this important work, those who wish to dip their toes into the cross-cultural work–family waters, practitioners and organizational/national policy

decision makers, and interested individuals hoping to better understand this aspect of our world. It is our hope that this *Handbook* impacts the field of cross-cultural work–family by focusing what we know while broadening our scope of inquiry. In doing so, we hope the book inspires new research and application, and, quite simply, sparks responses to the many calls for future research and policy work herein.

References

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