The Role of Personality in Work-Family Conflict among Collegiate Athletic Trainers
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Context: When the demands of balancing work and non-work roles become overwhelming, often due to a lack of time, conflicts can arise, thus the emergence of the term work-family conflict. While evidence shows that organizational factors may lead to work-family conflict, some researchers speculate that other individual mitigating factors, such as personality may stimulate conflict. **Objective:** Determine if a relationship exists between work-family conflict and personality among collegiate athletic trainers **Design:** A cross-sectional design was utilized to gain information regarding work-family conflict and the relationship to personality. **Setting:** Collegiate institutions. **Patients or Other Participants:** Participants were recruited using the National Athletic Trainers’ Association email database. We excluded any athletic trainer who worked outside of the collegiate setting. A total of 202 athletic trainers participated; 68 (33.7%) males and 134 (66.3%) females, representing a response rate of 20.2%. Our participants were certified for 5 ± 3 years, worked on average 57 ± 16 hours per week and traveled 7 ± 7 days per month during in-season sport seasons, and provided medical coverage to 120 ±104 student-athletes. **Interventions:** Data was collected using a web based survey instrument consisting of three distinct sections: 1) Demographics, 2) Work-Family Conflict Survey, and 3) Big Five Personality Inventory. **Main Outcome Measures:** Likert responses for each work-family conflict scale were summed to provide a score for each participant, ranging from 5-35. A Mann-Whitney U test was run to determine if there were any gender differences between the work-family conflict scores of males and females. To test the correlation of work-family conflict scores and personality Spearman’s correlation coefficient test was run. **Results:** For work-family conflict scale 1 the mean score overall was 25.03 ± 7.6. For work-family conflict scale 2 the mean score overall was 9.72 ± 4.6. The Mann-Whitney U test revealed that there was no gender difference among work-family conflict scale 1 (p = 0.619) or work-family conflict scale 2 (p= .746). Spearman’s correlation found that agreeableness was negatively correlated (p = .002) to the work family conflict score of scale 2. **Conclusions:** Our results indicate that athletic trainers employed in the collegiate setting are experiencing work-family conflict and no differences between exist between males and females, indicating that both sexes are struggling with work-family balance. Additionally we found that athletic trainers, who exhibited higher levels of agreeableness exhibited lower work-family conflict. Fundamentally, agreeable people want harmony and value getting along with others. Research within other professions has found that more agreeable people are more likely to have success at work and receive more emotional support from co-workers, which is a key contributor in balancing work and personal lives. **Word Count:** 434