Work-Family Enrichment and Core Self-Evaluation: A Systematic Review and Meta-Analysis

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Abstract

The aim of this study is to systematically summarize and analyze the relationship between work-family enrichment and core self-evaluation. A systematic literature review procedure was applied to search and review articles in four databases. In this study, 27 papers (29 studies) were included. The systematic literature review mostly revealed the relationship between general work-family enrichment/family-work enrichment and general core self-evaluation and self-efficacy. To provide a summary of the results, a random effects model was employed for statistical analysis. The meta-analytic results revealed a moderate positive relationship between work-family enrichment and core self-evaluation, as well as between work-family enrichment and self-efficacy. Considering that self-efficacy is domain-specific, additional analysis was performed. Results revealed that work-family enrichment has a stronger relationship to family-domain-specific self-efficacy compared to general self-efficacy. Furthermore, the results indicated that gender did not moderate the relationship between work-family enrichment and core self-evaluation, and work-family enrichment and self-efficacy. Recommendations for future research and practice are discussed.

Keywords: core self-evaluation, work-family enrichment, systematic review, meta-analysis

Introduction

Successful management of work and family responsibilities seems to be one of the highest priorities for employees nowadays. The COVID-19 pandemic has once again revealed the importance of work-family interaction, especially if the interaction is negative (usually called work-family conflict). Work-family conflict is associated

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with a number of negative outcomes for employees (e.g., more health problems), families (e.g., lower family satisfaction), and organizations (e.g., lower work satisfaction) (see Amstad et al., 2011). However, according to theories and empirical studies, employees can also benefit from participating in multiple roles and experience work-family enrichment (WFE). WFE, a positive work-family interaction, refers to a process, during which participation in one life domain can help to gain resources that are transferred to another domain and increase the quality of life in it (Greenhaus & Powell, 2006; ten Brummelhuis & Bakker, 2012). According to Greenhaus and Powell (2006) there are two WFE paths: a) instrumental path, that refers to the transfer of resources like skills and materials, and b) affective path, that refers to the transfer of positive affect and experiences. As a bidirectional process, WFE refers to the fact that resources from both work and family can be transferred to another domain. Studies have shown the added value of WFE, which is related to higher job satisfaction, work engagement, in-role performance and organizational commitment (McNall et al., 2010; Zhang et al., 2018).

In order to experience a higher WFE, an employee needs to have a higher level of perceived job resources (Lappiere et al., 2017). Meta-analysis by Lappiere et al. (2017) has revealed that social support, family-friendly organizational policies and culture, work tenure, and work engagement are positively related to WFE, confirming that the more resources an employee has, the more he/she enriches his/her family life. However, less is known about the role of personality as the antecedent of WFE. Work-home resource model (ten Brummelhuis & Bakker, 2012) emphasizes that personal resources work as a significant mediator between the work domain and the home domain. The model presents five types of personal resources: physical, psychological, affective mood, skills, and capital (ten Brummelhuis & Bakker, 2012). Psychological resources, according to the model, are optimism, self-efficacy, focus, and mental resilience. However, it can be expected that various personality traits and/or characteristics can be included into this resource group. Personality traits or other personality attributes may be a significant antecedence for a person to experience work-family conflict and WFE, although, as stated by McNall et al. (2011) only a few studies tried to test the relationship between personality traits and WFE. One of the personality models that has attracted researchers' attention is Core Self-Evaluation (CSE).

CSE is a fundamental assessment of one's self-worth and capabilities that explains cognitive, emotional, and behavioral responses across various situations in the workplace (e.g., job and life satisfaction, job performance, and perceptions of the work environment) (Chang et al., 2012; Farčić et al., 2020). Since the first introduction of CSE, it has become a widespread topic in organizational settings (Chang et al., 2012). Four sub-traits that characterize CSE are: self-esteem, general self-efficacy, emotional stability, and locus of control. Empirical findings from various research indicate that all four traits are highly interrelated and share similar relations with other constructs (Chang et al., 2012; Judge & Bono, 2001). Studies

have shown that CSE is related to higher motivation, better job performance, lower occupation stress, etc. (Chang et al., 2012). CSE theory suggests that people with greater self-esteem, self-efficacy, locus of control, and emotional stability are more likely to deal with problems more effectively and achieve higher results, or even utilize additional efforts to obtain the goals (Judge & Bono, 2001).

As management of work and family responsibilities can be a challenge for some people, CSE can be perceived as a significant resource for higher WFE. Chang et al. (2011), referring to the work of Judge, suggest that CSE may influence outcomes in a few major ways. In the context of WFE, CSE may be related through the affective path in which a positive self-view influences other outcomes (Chang et al., 2012) – a person who has a positive self-view may see himself/herself as more capable of achieving WFE or generally more capable of transferring positive emotions from one domain to another. Also, Greenhaus and Powell (2006) argue that positive affect experienced in domain A (e.g., family), can help to acquire new resources in the domain that will be transferred to domain B (e.g., work). On the other hand, CSE may influence cognitions towards different attributes (Chang et al., 2012) – a person who has a positive view towards different work characteristics may be more open to ideas and has more cognitive flexibility to find ways to manage work and family. This idea could be based on the Broaden-and-build theory which states that positive affect may trigger cognitions in a positive way by broadening one's awareness and encouraging novel ideas to solve the problems (Fredrikson, 2004). Also, higher CSE may influence higher engagement in work (Chang et al., 2012) that helps to gain more positive affect, obtain new skills, and resources, that increase employees' perceived resources. In general, CSE can be considered a valuable personal resource that a person needs in order to achieve WFE and may affect it through both affective and instrumental paths (Katou, 2022; Sahin et al., 2021; see Figure 1). Few studies have revealed the relationship between CSE (or separate components of CSE) and WFE, however, results are scattered or mixed and need synthesis and generalization.

Figure 1

Hypothetical model for the relationship between CSE and WFE
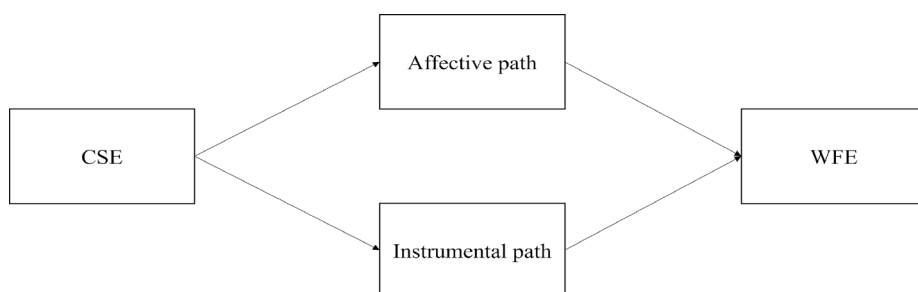
The aim of this systematic literature review and meta-analysis is to contribute to the scientific literature by systematically examining and synthesizing empirical evidence of the relationship between WFE and CSE and providing recommendations for future research and practitioners. It is worth noticing that this paper analyzes only the "work-to-family enrichment" as it is the most researched direction of WFE.

A Systematic Review

Three databases were used for systematic review: EBSCO Academic Ultimate (EBSCO), ScienceDirect, and Web of Science (2024 January). Based on the similar practice of the authors in the topic and the goal of this systematic review, the key terms were identified and used, combining them: work-family enrichment OR work–to–family enrichment OR work-family facilitation OR positive spillover AND core self-evaluation OR CSE OR self-efficacy OR multirole-self-efficacy OR work-family enrichment self-efficacy OR self-esteem OR locus of control OR emotional stability OR neuroticism. Additionally, Google Scholar database was used to search for gray literature. Haddaway et al. (2015) recommend checking only the first results in Google Scholar for the search for gray literature, so the first 100 were checked, believing the first will be the most relevant. Figure 2 illustrates the flow diagram to identify the relevant studies.

The search was not limited by the date of publication, sample size, population, research design, or geographical location of the study. The initial results revealed 400 articles. Exclusion criteria were as follows: duplicates, articles not in English or Lithuanian, conference/seminar abstracts/editor`s note, secondary articles (meta-analysis and systematic reviews), literature reviews, book chapters, qualitative studies, articles not analyzing the direct relationship between CSE (or its components) and WFE (or its components). In all, 27 papers were left. Data was extracted manually. Additionally, based on the experience of other researchers (e.g., Brown & Clark, 2017) reference lists from 27 selected articles have also been scanned to look for articles that may be relevant. When scanning the titles in the reference lists, four potential articles were found. After scanning abstracts, no relevant study was selected to be included in the final data set.

Figure 2

Identification of Studies Flow Diagram
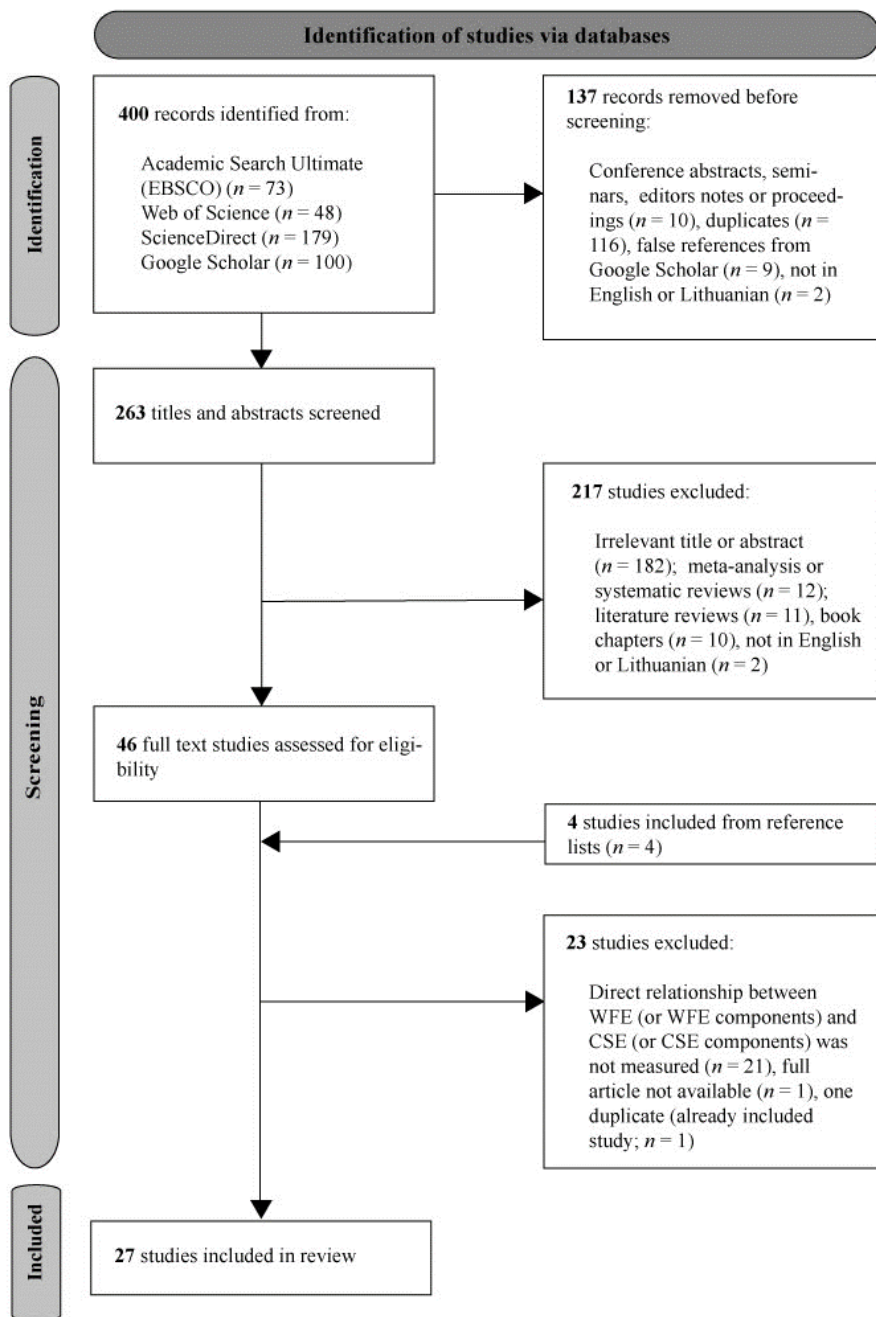
Characteristics of Studies

In total, data from 27 papers (presenting 29 studies) with 14253 respondents (from 61 to 2312 participants in a study; see Appendix) were analyzed. Information on the authors, publication years, sample size, research design, and the relationship between WFE (general scores and factors) and CSE (general scores and components) are presented in the Appendix. Papers were published between 2004 and 2023, most of which ($n = 13$) were published during the COVID-19 - post-COVID-19 period from 2019 to 2022. Eight studies reported almost an equal female-to-male ratio (45 –55% of each gender in a study), 11 reported samples having more female participants, and 10 reported having more male participants. The average age of participants was reported in 17 studies, while others reported the age range or had no information about the age. The average age of participants ranged from an average of 32.42 to an average of 51.37 years. Finally, the majority ($n = 23$) of studies used cross-sectional research design, five studies used longitudinal and one used experimental research design.

Relationship Between WFE and CSE

A systematic review of the relationship between WFE (or WFE factors) and CSE revealed that 12 out of 29 studies analyzed the relationship between general WFE and general CSE scores, while one study revealed the results between general CSE score and WFE factors. In general, these studies have presented 14 different effect sizes. Two studies revealed a statistically insignificant relationship between CSE and WFE. The relationship between WFE (or WFE factors) and CSE components was analyzed in 20 studies. The same number of studies ($n = 12$) presented the relationship between WFE (or WFE factors) and self-efficacy (or type of self-efficacy). In general, 43 effect sizes were found from which three studies revealed insignificant relationships. It is worth mentioning that six studies presented general self-efficacy (from which two were statistically insignificant), eight presented family domain-specific self-efficacy, like WFE self-efficacy, and five presented other types of domain-specific self-efficacy (from which one was statistically insignificant). Moreover, two studies presented the relationship between WFE and neuroticism (with one insignificant relationship), one study presented the relationship between WFE and self-esteem, and one study presented the relationship between WFE and locus of control.

The relationships between WFE and the general score of CSE and WFE and self-efficacy were the two most popular ones. The effect size for the relationship between WFE and CSE ranged from .22 to .60 (considering only significant relationships). Analysis revealed that only one study analyzed the relationship between general CSE score and WFE factors. The effect sizes showed that the relationship between WFE and general self-efficacy varied from .27 to .52 (considering only significant relationships). No studies analyzed the relationship

between general self-efficacy and WFE factors. The relationship between WFE (general scores) and family domain-specific self-efficacy varied from .15 to .69. Three studies analyzed the relationship between family domain-specific self-efficacy and WFE factors. Meanwhile, the relationship between WFE (general scores) and other types of self-efficacy ranged from .39 to .47. Finally, two studies reported the relationship between factors of other types of self-efficacy and factors of WFE.

Meta-Analysis

Methods

Meta-analysis was carried out to strengthen the results of the systematic review. The combination and synthesis of individual study statistical data presented in a systematic review provide greater statistical power and help to provide more robust and generalized conclusions than can be drawn from individual studies alone (Çoğaltay & Karadağ, 2015). Only the scores of the relationship between general WFE-CSE and WFE-self-efficacy scores were used due to the lack of data for deeper analysis. Meta-analysis was conducted with all studies that reported sample size and at least one correlation coefficient between WFE-CSE and WFE-self-efficacy from the same time point. Also, if the study provided a few correlation coefficients from the same sample, only one effect size was included. This decision was based on the fact that the relationship from the same sample is highly inter-correlated (dependent) and has high homogeneity, which may lead to false results and statistical error(s). This decision was applied in two studies (Vadvilavičius & Stelmokienė, 2022; Wang, 2016) that provided two effect sizes from the same sample. Different effect sizes from the same sample were included in the analysis separately: the first analysis was performed only using one randomly chosen effect size, and a second analysis was performed using different effect sizes from the same study. Also, dealing with effect sizes from the same data requires other statistical procedures that cannot be applied in this study because of the nature of the gathered data.

Data was gathered manually. Analysis was performed using a combination of all self-efficacy types and separately in family domain-specific- and general self-efficacy as they were most popular, and they can be pooled conceptually. Data was coded in an SPSS file. All articles were added into the SPSS file, which included id, sample size, correlation coefficients, and male proportion (%).

The heterogeneity test was calculated to test for the variability in effect sizes across studies. The male proportion was tested as moderator. Random-effects model was used because based on the studies reviewed in the systematic literature review, it was assumed that underlying effects across studies differ (Çoğaltay & Karadağ, 2015; Zhai & Guyatt, 2024). Pearson correlation scores were transformed to Fisher`s *z* scores for combining correlation coefficients from different studies and later

transformed back to Pearson`s *r* (Fisher, 1921). In all, nine studies reported the relationship between WFE and CSE, 13 reported the relationship between WFE and self-efficacy, and one reported both.

Meta-analysis was performed using metafor (Viechtbauer, 2010) and robumeta (Fisher et al., 2023) packages for R (R Core Team, 2023). Heterogeneity between studies was assessed using Q and I^2 statistics. A significant Q score indicates the heterogeneity between effects, whereas I^2 indicates the percentage of between-effect variance that is not the sampling error. A higher I^2 statistic represents higher heterogeneity. The funnel plot and Egger's-test were used to test publication bias. The level of statistical significance was set at $p < .05$ (two-sided). See Quintana (2015) for more information on the statistical procedures used in the study.

Results

In total, 10 effect sizes ($n = 4743$) were gathered to test the relationship between WFE and general CSE score, and 13 effect sizes ($n = 4963$) to test the relationship between WFE and self-efficacy (see Table 1). The effect size after combining correlations coefficient reveals the strength and direction of the relationship between WFE and CSE/self-efficacy. Results in Table 2 present the pooled score using the correlation between WFE and job efficacy (Wang, 2016) and WFE and WFE self-efficacy (Vadvilavičius & Stelmokienė, 2022). The second analysis, using other effect sizes from both studies, revealed a slightly higher relationship (see note under Table 1, however, it is considered as not significant because confidence intervals are overlapping). Further analysis is performed using effect sizes for WFE – job-efficacy (Wang, 2016) and WFE – WFE self-efficacy (Vadvilavičius & Stelmokienė, 2022).

Table 1

Effect-Size Summary Statistics for Relationship Between WFE and CSE, and WFE and Self-Efficacy

Relationship	No. of effects	Total sample size	Combined correlation coefficient (95% CI)		Heterogeneity test	I^2 (%; 95% CI)
			Z-scores	Pearson`s *r*		
WFE – CSE	10	4743	.33 [.22, .44]	.32 [.21, .41]	$Q(9) = 207.75$, $p < .001$	91.67 [81.79, 97.45]
WFE – Self-efficacy	13[a]	4963	.40 [.29, .52]	.38 [.28, .47]	$Q(12) = 181.29$, $p < .001$	93.28 [86.41, 95.57]

Note. Weights are from random effects analysis.
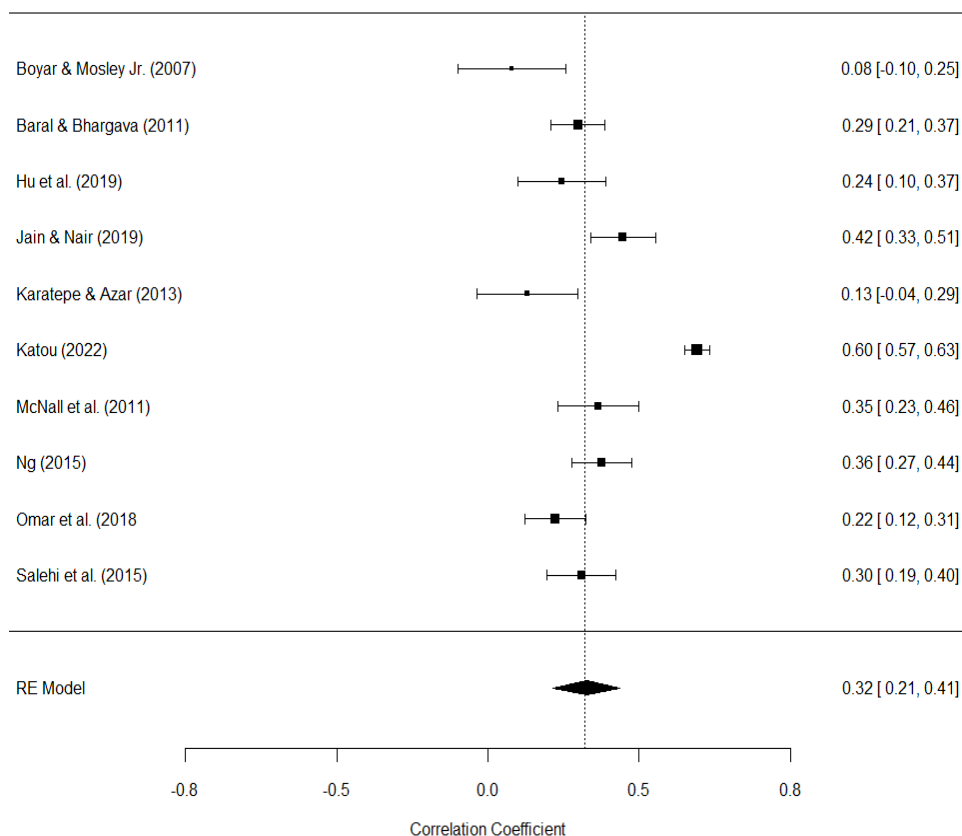[a]Analyses using other effect sizes from papers Wang (2016) and Vadvilavičius & Stelmokienė (2022) from the same samples revealed r_{pooled} correlation WFE–Self-efficacy .40 (95%CI [.29, .50]), $Q(12) = 196.63$, $p < .001$.

The combined overall correlation coefficient revealed a moderate positive relationship between WFE and CSE (r_{pooled} = .32) and between WFE and self-efficacy (r_{pooled} = .38). Heterogeneity was significant (Q is sig.) and high (I^2 ranges from 91.67 to 93.28%). The application of a random-effects model has been verified by this (Huedo-Medina, et al., 2006; Riley et al., 2011). Forest plots for each estimate are presented in Figures 3-4.

Figure 2

Forest Plot for Relationship Between WFE and CSE

Boyar & Mosley Jr. (2007)	0.08 [-0.10, 0.25]
Baral & Bhargava (2011)	0.29 [0.21, 0.37]
Hu et al. (2019)	0.24 [0.10, 0.37]
Jain & Nair (2019)	0.42 [0.33, 0.51]
Karatepe & Azar (2013)	0.13 [-0.04, 0.29]
Katou (2022)	0.60 [0.57, 0.63]
McNall et al. (2011)	0.35 [0.23, 0.46]
Ng (2015)	0.36 [0.27, 0.44]
Omar et al. (2018	0.22 [0.12, 0.31]
Salehi et al. (2015)	0.30 [0.19, 0.40]
RE Model	0.32 [0.21, 0.41]

Correlation Coefficient

Figure 4

Forest Plot for Relationship Between WFE and Self-Efficacy

Carlson et al. (2019)	0.47 [0.41, 0.53]
Chen et al. (2023)	0.39 [0.30, 0.47]
Wang (2016)	0.27 [0.12, 0.41]
Badri & Panatik (2020)	0.52 [0.43, 0.60]
Boyar & Mosley Jr. (2007)	0.17 [-0.01, 0.34]
Gayathri & Kartikeyan (2016)	0.39 [0.32, 0.46]
Vadvilavičius & Stelmokienė (2022) study 1	0.22 [-0.03, 0.45]
Wattoo et al. (2020)	0.27 [0.22, 0.32]
Chan et al. (2022)	0.28 [0.16, 0.39]
Premchandran & Priyadarshi (2018)	0.69 [0.64, 0.73]
Vadvilavičius & Stelmokienė (2022) study 2	0.59 [0.46, 0.70]
Wang et al. (2019) study 1	0.15 [0.04, 0.26]
Wang et al. (2019) study 2	0.29 [0.16, 0.41]
RE Model	0.38 [0.28, 0.47]

Correlation Coefficient (-0.8, -0.5, 0.0, 0.5, 0.8)

Visual inspection of the funnel plot and Egger`s test ($z = -4.46$, $p < .05$) suggested publication biases: one study was statistically influential on the relationship between WFE and CSE (Katou, 2022). The mentioned influential study has a much higher sample size ($n = 2314$) in comparison to others. The identified article was removed. After removing the article, the pooled correlation coefficient for WFE and CSE relationship lowered to standardized $r_{pooled} = .28$, 95% CI [.21, .34], $Q(8) = 22.93$, $p < .001$. No publication bias and no influential studies were identified to the relationship between WFE and self-efficacy ($z = -.90$, $p = .37$).

Additionally, considering that self-efficacy is domain-specific, analysis was performed to test the relationship between WFE and general self-efficacy ($k = 5$) and family domain-specific self-efficacy ($k = 7$; see Table 2). This analysis included both effect sizes from Vadvilavičius & Stelmokienė (2022) studies because effect sizes were grouped into different subgroups based on the type of self-efficacy. The second effect size from Wang (2016) study was not included because it was neither general self-efficacy nor family domain-specific self-efficacy.

Table 2

Effect-Size Summary Statistics for Relationship Between WFE and General Self-Efficacy, and WFE and Family Domain-Specific Self-Efficacy
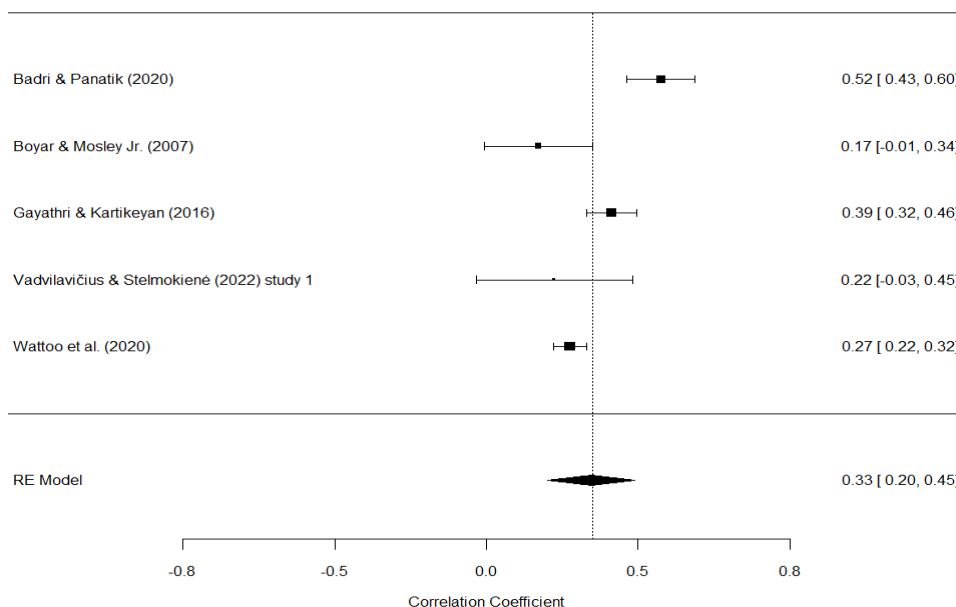
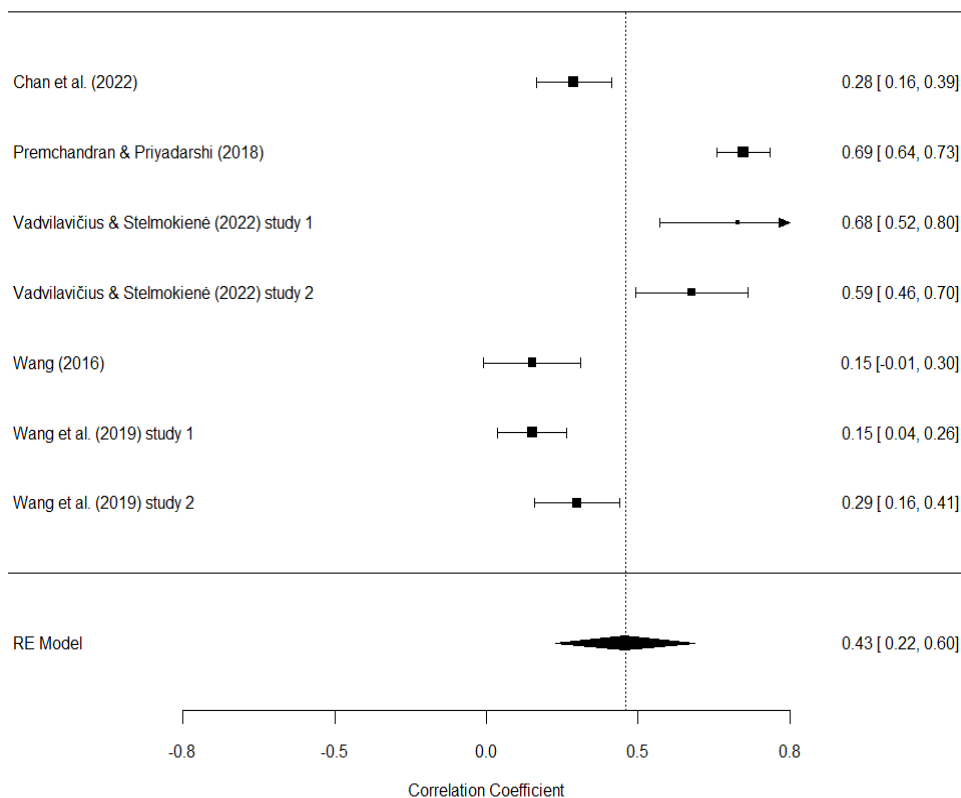| Relationship	No. of effects	Total sample size	Combined correlation coefficient (95% CI)		Heterogeneity test	I^2(%; 95% CI)
			Z-scores	Pearson`s *r*		
WFE – general self-efficacy	5	2369	.34 [.20, .49]	.33 [.20, .45]	$Q(5) = 29.31$, $p < .01$	88.56 [58.08, 97.77]
WFE – family domain specific self-efficacy	7	1591	.46 [.23, .69]	.43 [.22, .60]	$Q(6) = 143.93$, $p < .001$	94.96 [87.59, 98.98]

Note. Weights are from random effects analysis.

The combined overall correlation coefficient revealed a moderate positive relationship between WFE and general self-efficacy ($r_{pooled} = .33$) and WFE and family-work self-efficacy ($r_{pooled} = .43$). Results revealed that family domain-specific self-efficacy has a stronger relationship to WFE compared to general self-efficacy. Egger`s test ($z = .74$, $p = .46$ and $z = -.78$, $p = .44$, respectively for WFE and general self-efficacy and WFE and family-work self-efficacy) suggested no publication biases in both analyses. Forest plots for each estimate are presented in Figures 5–6.

Figure 5

Forest Plot for Relationship Between WFE and General Self-Efficacy

Figure 6

Forest Plot for Relationship Between WFE and Family Specific Self-Efficacy

Chan et al. (2022)	0.28 [0.16, 0.39]
Premchandran & Priyadarshi (2018)	0.69 [0.64, 0.73]
Vadvilavičius & Stelmokienė (2022) study 1	0.68 [0.52, 0.80]
Vadvilavičius & Stelmokienė (2022) study 2	0.59 [0.46, 0.70]
Wang (2016)	0.15 [-0.01, 0.30]
Wang et al. (2019) study 1	0.15 [0.04, 0.26]
Wang et al. (2019) study 2	0.29 [0.16, 0.41]
RE Model	0.43 [0.22, 0.60]

Correlation Coefficient

Finally, moderation analysis was performed to test the moderating effect of gender. Analysis indicated that gender did not moderate the relationship between WFE and CSE (QM = 1.05, $p > .05$) and the relationship between WFE and self-efficacy (general analysis; QM = 1.90, $p > .05$). Moderation for types of self-efficacy was not performed because of a small number of studies.

Discussion

A systematic literature review and meta-analysis were used to analyze the relationship between work-family enrichment (WFE) and core self-evaluation (CSE) (both general score and its component). The use of four databases resulted in the identification of 26 relevant articles. Meta-analysis revealed a moderate positive linear relationship between WFE and CSE ($k = 10$) and WFE and self-efficacy ($k =$

13). Further analyses revealed that family domain-specific self-efficacy had a stronger relationship with WFE compared to general self-efficacy.

A systematic review of 27 articles showed that most of the papers were published between 2019 and 2022. Although for the first time, the theory of work-family enrichment (Greenhouse & Powell, 2006) was presented in 2006, it was not very popular until recent years. It is generally believed that the topic of work-family enrichment gained popularity during the COVID-19 / post-COVID-19 era as more people and companies began to talk about work and life management in and outside organizations. Even the European Social survey included the rotating module of work-family balance during COVID-19 (e.g., Stelmokienė & Vadvilavičius, 2022). Since researchers are still more focusing on work-family conflict (e.g., Eby et al., 2005; Vieira et al., 2018), a positive perspective on work-family interaction is needed. Work-family conflict and work-family enrichment are interrelated constructs that do not occur separately (Jain & Nair, 2021; Vieira et al., 2018), that is why researchers are encouraged to measure both constructs in their research.

The sample size of the participants in the study varied from 61 to 2312. The study with 2312 participants was later removed from meta-analysis due to statistical influence. Most of the studies (12 out of 29) have been able to gather more female participants. The number of participants and the number of females and males can vary depending on sampling strategies, the proportion of different genders in the population. Besides, women are more willing to participate in social surveys than men, so convenient samples may result in more female participants. On the other hand, the topic of work and family interaction may be more important and interesting for women, which is why they tend to participate more in surveys on work-family management. The proportion of women in the study was tested as a moderator for the relationship both between WFE and CSE and WFE and self-efficacy. The results have revealed that gender did not moderate the relationships. Insignificant results may be due to the lack of data used in meta-analysis as it was not sufficient to find any effect. On the other hand, a meta-analysis of the relationship between work-family enrichment and work engagement revealed that gender also did not moderate the relationship (Vadvilavičius & Stelmokienė, 2024). Nevertheless, gender remains an important aspect in the field of work-family management. Numerous studies have shown that women tend to experience higher levels of work-family conflict (e.g., Wang et al., 2020; Zurlo et al., 2020), however, less is known about the gender differences in work-family enrichment. In addition, the average age of participants ranged from an average of 32.42 to an average of 51.37 years (although not all studies provided the mean age). The results are not unexpected – this highly active period in life is related to responsibilities both at work and in the family. Finally, although cross-sectional research design is highly criticized, it remains the most used research design in work-family interaction studies. Longitudinal and experimental research designs are highly encouraged to better understand the causal relationship between the constructs.

Analysis of the relationship between WFE and CSE and its components revealed that general scores of WFE and CSE were used the most often. Although WFE is considered as a multidimensional construct, only one study analyzed the relationship between the components of WFE and CSE (Sahin et al., 2021). Among the components of CSE, self-efficacy was the most researched construct in the relationship with WFE. Considering that self-efficacy is domain-specific, analyzed studies were grouped into three batches: those analyzing general self-efficacy, those analyzing family domain-specific self-efficacy, and those analyzing other types of self-efficacy. At the same time, only two studies reported the relationship between WFE and neuroticism, one between WFE and self-esteem, and one between WFE and locus of control, suggesting that previously mentioned constructs are not theoretically so important in the context of work-family interaction. However, given that CSE is also a multidimensional construct, further analysis of the relationship between WFE and CSE factors is encouraged in future research.

A systematic review revealed that the relationship between WFE and CSE ranged from .22 to .60. Meanwhile, the relationship between WFE and self-efficacy (both general and family domain-specific) ranged from .27 to .52. Meta-analysis was conducted to summarize the findings from the systematic review. Since the relationships between WFE–CSE and WFE–self-efficacy were researched the most and provided enough data, meta-analysis was performed to summarize the relationship between these constructs pairs. One study was removed from the analysis due to the influence on the pooled correlation coefficient. Meta-analyses confirmed a statistically significant positive moderate relationship between WFE and self-efficacy ($k = 13$) and weaker but of the same direction relationship between WFE and CSE ($k = 10$). Results may imply that although a generally positive self-view is important to achieve WFE, the perceived ability to deal with problems or the ability to complete tasks successfully is more important. Considering that researchers rarely test the relationship between WFE and neuroticism, locus of control, and even self-esteem, self-efficacy is the most relevant characteristic in CSE model that could help to explain positive work-family interaction. Bono and Judge (2003) argue that CSE traits have conceptual similarities and can be described using a singular higher-order factor. However, because "a higher-order factor" is still unknown, the nature of the relationship between CSE and WFE is still under discussion. Considering that WFE is related to similar constructs as CSE, such as work engagement and positive work reflection, it could be possible that positive affect may be an important mediator between WFE and CSE. Nevertheless, future studies are needed to better understand the relationship between CSE and WFE. Meanwhile, the main limitation of meta-analysis is the use of only the general score, except for self-efficacy, as a factor of CSE. Further analysis at the factor level, especially WFE factors level, may provide more comprehensive results.

Since self-efficacy is domain-specific, further analysis was conducted to test the relationships between WFE and general self-efficacy ($k = 5$) and WFE and family

domain-specific self-efficacy ($k = 7$). Analyses showed that the relationship between WFE and family domain-specific self-efficacy was stronger compared to the relationship between WFE and general self-efficacy. The results mainly suggest that a person needs higher perceptions of their abilities to achieve his/her goals in order to experience WFE. However, more important is the specific belief that a person can successfully manage his/her work and family and solve problems related to the management of work and family. Although the value of general self-efficacy is undeniable, researchers are also encouraged to test family domain-specific self-efficacy in future studies. Additionally, for practitioners, it is recommended to implement training programs to increase employee's family domain-specific self-efficacy. Programs that focus on family domain-specific self-efficacy may result in higher levels of WFE, and, consequently, job and family satisfaction, better performance, etc. Although these findings are significant, the results may be affected by a small number of studies included in the analysis.

Finally, it is important to highlight the bias. Articles with only statistically significant results have been found and included into analyses that can influence the findings presented in this study. Gray literature, unpublished research, or non-English/Lithuanian publications were not included, as well, which could affect the final results of the meta-analysis. Furthermore, future studies should pay more attention to FWE because there was an insufficient number of studies for systematic review or meta-analysis.

Conclusions

This systematic review and meta-analysis revealed a positive relationship between WFE–CSE and WFE–self-efficacy. Although a general positive self-view is important in order to achieve WFE, results have confirmed that family domain-specific self-efficacy has the strongest relationship with WFE. However, further studies are needed to better understand the relationship between the various components of WFE and CSE.

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Note. *Studies that were included into systematic literature review and meta-analysis

Poslovno-obiteljsko obogaćivanje i temeljno samovrednovanje: sustavni pregled i metaanaliza

Sažetak

Cilj je ovoga istraživanja dati sustavan pregled i analizu odnosa poslovno-obiteljskoga obogaćivanja i temeljnoga samovrednovanja. Primijenjen je postupak sustavnoga pregleda literature da bi se pretražili i pregledali radovi u četirima bazama podataka. U analizu je uvršteno 27 radova (29 istraživanja). Sustavan pregled literature uglavnom je otkrio odnos između općega poslovno-obiteljskoga/obiteljsko-poslovnoga obogaćivanja te općega temeljnoga samovrednovanja i samoefikasnosti. Da bi se rezultati saželi, za statističku je analizu korišten model slučajnih učinaka. Metaanalitički su rezultati otkrili umjerenu pozitivnu vezu između poslovno-obiteljskoga obogaćivanja i temeljnoga samovrednovanja, kao i između poslovno-obiteljskoga obogaćivanja i samoučinkovitosti. S obzirom na to da je samoučinkovitost specifična za domenu, provedena je dodatna analiza. Rezultati su ukazali na to da obiteljsko-poslovno obogaćivanje ima snažniju vezu sa specifičnom samoučinkovitošću u obiteljskoj domeni u usporedbi s općom samoefikasnošću. Nadalje, rezultati su pokazali da spol nije moderirao odnos između poslovno-obiteljskoga obogaćivanja i temeljnoga samovrednovanja te poslovno-obiteljskoga obogaćivanja i samoučinkovitosti. Razmotrene su preporuke za buduća istraživanja i praksu.

Ključne riječi: temeljno samovrednovanje, poslovno-obiteljsko obogaćivanje, sustavan pregled literature, metaanaliza

Appendix

Summary of Articles Selected for Systematic Literature Review

Author(s)	Sample	Research design	WFE relationship with:				
			General CSE	Self-efficacy	Self-esteem	Neuroticism	Locus of Control
Badri & Panatik (2020)	307 (56% male)	Cross-sectional	-	WFE – General self-efficacy .52	-	-	-
Baral & Bhargava (2011)	485 (68% male); mean age: 30.1 (SD = 7.62)	Cross-sectional	WFE – CSE .29	-	-	-	-
Boyar & Mosley Jr. (2007)	124 (21% male); mean age: 44	Cross-sectional	WFE – CSE -.08 (ns)	WFE – General self-efficacy .17 (ns)	WFE – Self-esteem -.02	WFE – Neuroticism .05 (ns)	WFE – Locus of Control .25
Burhanudin et al. (2020)	263 (65% male)	Cross-sectional	-	-	WFE – Self-esteem .16[a]	-	-
Carlson et al. (2019)	702 (50% male)	Longitudinal	-	WFE (T2) – Occupational self-efficacy (T2) .47	-	-	-
Chan et al. (2016)	234 (39% male); mean age: 40.6 (SD = 9.8)	Longitudinal	-	WFE (T1) – General self-efficacy (T2) .27	-	-	-
Chan et al. (2022)	253 (40% male); mean age: 40.8 (SD = 9.9)	Longitudinal	-	WFE – Self-efficacy to regulate work and life .28 WFE development – Self-efficacy to regulate work and life .25 WFE affect – Self-efficacy to regulate work and life .34 WFE capital – Self-efficacy to regulate work and life .26	-	-	-

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Author(s)	Sample	Research design	WFE relationship with:				
			General CSE	Self-efficacy	Self-esteem	Neuroticism	Locus of Control
Chen et al. (2023)	362; 47% male; mean age: 32.42 (SD = 5.21)	Longitudinal	-	WFE – Organization-based self-efficacy .39	-	-	-
Friede Westring & Ryan (2010)	520 (22% male)	Cross-sectional	School-family enrichment – CSE .28	-	-	-	-
Gayathri & Kartikeyan (2016)	568 (48% male); mean age: 37.2 (SD = 9.94)	Cross-sectional	-	WFE – General self-efficacy .39	-	-	-
Heskiau & McCarthy (2021)	163[b] (18% male); mean age: 46.16 (SD = 10.54)	Experiment	-	WFE-development (T1) – Work-family enrichment self-efficacy (WFE Self-efficacy; T2) .52 WFE-development (T3) – WFE Self-efficacy (T2) .61 WFE-development (T4) – WFE Self-efficacy (T2) .65 WFE-affect (T1) – WFE Self-efficacy (T2) .42 WFE-affect (T3) – WFE Self-efficacy (T2) .47 WFE-affect (T4) – WFE Self-efficacy (T2) .46 WFE-development (T1) – Lifestyle self-efficacy (T2) .14 (ns) WFE-development (T3) – Lifestyle self-efficacy (T2) .24 WFE-development (T4) – Lifestyle self-efficacy (T2) .20	-	-	-

Author(s)	Sample	Research design	WFE relationship with:				
			General CSE	Self-efficacy	Self-esteem	Neuroticism	Locus of Control
Hu et al. (2019)	187 (51% male); mean age: 37.9 (SD = 7.6)	Cross-sectional	WFE – CSE .24	WFE-affect (T1) – Lifestyle self-efficacy (T2) .23 WFE-affect (T3) – Lifestyle self-efficacy (T2) .27 WFE-affect (T4) – Lifestyle self-efficacy (T2) .27	-	-	-
Jain & Nair (2019)	330 (89% male)	Cross-sectional	WFE – CSE .42	-	-	-	-
Karatepe & Azar (2013)	141 (66% male)	Cross-sectional	WFE – CSE .13 (ns)	-	-	-	-
Katou (2022)	2312 (53% male)	Cross-sectional	WFE – CSE .60	-	-	-	-
McNall et al. (2011)	220 (44% male); mean age: 37.79 (SD = 11.32)	Cross-sectional	WFE – CSE .35	-	-	-	-
Morimoto & Takebayashi (2021)	747 (37% male; first wave); mean age: 51.37 (SD = 10.76)	Longitudinal	-	WFE-development – Caregiving self-efficacy: obtaining respite .22 WFE-affect – Caregiving self-efficacy: obtaining respite .21 WFE-capital – Caregiving self-efficacy: obtaining respite .21 WFE-development – Caregiving self-efficacy: responding to disruptive behaviors .19 WFE-affect – Caregiving self-efficacy: responding to disruptive behaviors .19	-	-	-

Author(s)	Sample	Research design	WFE relationship with:				
			General CSE	Self-efficacy	Self-esteem	Neuroticism	Locus of Control
Ng (2015)	385 (43% male)	Cross-sectional	Work-personal life enrichment – CSE .36	WFE-capital – Caregiving self-efficacy: responding to disruptive behaviors .17 WFE-development – Caregiving self-efficacy: controlling upsetting thoughts .23 WFE-affect – Caregiving self-efficacy: controlling upsetting thoughts .23 WFE-capital – Caregiving self-efficacy: controlling upsetting thoughts .23	-	-	-
Omar et al. (2018)	386 (56% male); mean age: 34 (SD = 9.65)	Cross-sectional	WFE – CSE .22	-	-	-	-
Premchandran & Priyadarshi (2018)	508 (64% male); mean age: 35.5	Cross-sectional	-	WFE – Work-family self-efficacy .69	-	-	-
Sahin et al. (2021)	222 (70% male); mean age: 37.5 (SD = 10.49)	Cross-sectional	WFE development – CSE .18 WFE affect – CSE .21 WFE capital – CSE .29	-	-	-	-
Salehi et al. (2015)	295 (49% male); mean age: 44.28 (SD = 8.64)	Cross-sectional	WFE – CSE .30	-	-	-	-

Author(s)	Sample	Research design	WFE relationship with:				
			General CSE	Self-efficacy	Self-esteem	Neuroticism	Locus of Control
Vadvilavičius & Stelmokienė (2022)	Study no. 1: 61 (26% male); mean age: 32.70 Study no. 2: 117 (32% male)	Cross-sectional (both studies)	-	WFE – General self-efficacy .22 (ns) WFE - WFE Self-efficacy .68 WFE - WFE Self-efficacy .59 WFE development – WFE Self-efficacy .61 WFE affect – WFE Self-efficacy .46 WFE capital – WFE Self-efficacy .42	-	-	-
Wang (2016)	151 (36% male), mean age: 45.33 (*SD* = 7.71)	Cross-sectional	-	WFE – Family efficacy .15 WFE – Job efficacy .27	-	-	-
Wang et al. (2019)	Study no. 1: 302 (65% male); mean age: 28.29 (*SD* = 4.38) Study no. 2: 199 (58% male); mean age: 31.8 (*SD* = 4.4)	Cross-sectional	-	WFE – Family role efficacy .15 WFE – Family role efficacy .29	-	-	-
Wattoo et al. (2020)	1309 (55% male)	Cross-sectional	-	WFE – General self-efficacy .27	-	-	-
Wayne et al. (2004)	2130c (52% male), mean age: 44 (*SD* = 11)	Cross-sectional	-	-	-	Neuroticism – WFE -.09	-
Total number of effect sizes			14	43	2	2	1

Note. Relationships are based on Pearson`s r correlation coefficients, unless stated otherwise. a = standard regression weight; b = data only from the Time 2 measure; c = data gathered using the phone-interview.