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Work-to-personal-life conflict among dual and single-career expatriates—is it different for men and women?

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Work-to-personal-life conflict among dual and single-career expatriates—is it different for men and women?

Introduction

Globalization has increased the need for highly skilled workers willing and able to relocate internationally and to continue to perform their jobs efficiently (De Cieri et al., 2007; Collings et al., 2009; Salt and Wood, 2012). Prior studies have shown that international relocation due to work affects not only expatriates’ working lives but also their personal lives (e.g., Shaffer and Harrison, 2005). Other findings highlight the important role of partners and families in determining work-life related outcomes (Caligiuri et al., 1998; Harris, 2004).

In general, conflicts between the work and personal life spheres are seen to result from the multiple competing roles individuals undertake (like being an employee, a partner, and a parent) and also as related to limited resources such as time and energy that must be allocated between the work and personal life spheres (Greenhaus and Beutell, 1985). Conflicts between work and personal life have typically been studied by focusing on work and family roles, but a broader view of the non-work dimension is required that incorporates roles other than family responsibilities (Fisher et al., 2009; Guest, 2002; Sturges and Guest, 2004). In addition, conflict between the work and personal life spheres is a bidirectional phenomenon, that is, working life can affect the personal life and vice versa. The work-to-life direction is far more common than life-to-work conflict (Fischer, 2011) including among expatriates (Grant-Vallone and Ensher,

2001; Kempen et al., 2015), which means that it plays a greater role in people's lives. Accordingly, only work-to-life conflict (WLC) is focused upon in this particular study.

Theoretically we base our study on the conservation of resources (COR) theory (Hobfoll, 2001, 2002) and its core idea of different resources individuals value and strive to obtain, retain, and protect. Resources can refer to objects, personal characteristics, or situations. Having or lacking resources is closely linked to individuals' well-being, and their negative experiences related to work and personal life (Grandey and Cropanzano, 1999; Wayne et al., 2007). Work-life conflicts in the context of expatriation have been studied to some extent: First, it has been shown that the international environment involves elements that heighten the risk of conflict between work and personal life (Hearn et al., 2008; Mäkelä et al., 2012) thus, expatriation itself seems to be a specific work-related situation that is likely to consume the resources (cf. COR) available to people and therefore to increase the risk of WLC (Grant-Vallone and Ensher, 2001; Kempen et al., 2015; Van der Zee et al., 2005). For example, working in a new cultural environment typically requires extra hours of the expatriate and also efforts to learn new values and ways of working to adjust to the demands of a new workplace (Kim, 2001). This creates extra work-role pressures on the expatriate and is likely to reduce opportunities to participate in the personal life sphere (Lämsä et al., 2016).

In addition, selecting and maintaining an international career is an issue that typically affects not only a particular employee but also his or her significant others, such as a partner (Harvey, 1997; Käsälä et al., 2015). In modern societies, dual career couples (DCCs)—couples in which both partners are psychologically committed to their professions (Harvey, Novicevic, et al., 2009)—have become common, but there are still many single-career couples (SCCs), in which one partner is not involved in paid work or is working but is not committed to his or her career.

Expatriation has been found to be a challenging situation especially for DCCs (Harvey, 1996; McEvoy and Buller, 2013) as relocation abroad may hinder a partner's options to maintain his or her career (Harvey, 1997; Harvey, Napier, et al., 2009; Harvey, Novicevic, et al., 2009), even when s/he considers doing so important. Moreover, living abroad and coordinating the career needs of both partners is likely to deplete resources (such as time and the ability to compromise) available to expatriates, and might therefore lead DCC expatriates to experience stronger WLC than those who are partners in SCCs. In addition, prior studies conducted in the domestic context have shown that partners in DCCs are more prone to experiencing high levels of WFC than those in SCCs (Elloy and Smith, 2003; Higgins and Duxbury, 1992). Accordingly, DCC/SCC status is a situation that is likely to conserve or consume the important resources (cf. COR) available to expatriates. However, to the best of our knowledge, there is a lack of studies exploring WLC among dual career and single-career expatriate couples and this particular study provides new knowledge related to these two types of expatriate couple and contributes to the work on COR theory by testing the expatriate couple career situation as one likely to affect WLC.

Furthermore, a clear majority of expatriates to date have been men (Altman and Shortland, 2008), but the situation seems to be changing as the proportion of female expatriates rises (Tharenou, 2008). Earlier studies have suggested that the experiences of female and male expatriates may differ in terms of work-life issues (Hearn et al., 2008; Tharenou, 2008). From the perspective of COR theory, resources related to gender may play an important role in the experiences of WLC. For instance, men tend to work longer hours than women, thus consuming their resources at work more than women do, but women spend more time and effort on household duties (Heikkinen et al., 2014; Rusconi and Solga, 2007; Statistics Sweden., 2007). In general, studies have provided mixed evidence on how the interface between work and personal

life differs for women and men (e.g., Duxbury et al., 1994; Frone et al., 1992). When studying the dynamics of work and personal life in the context of international work, the role of gender is important because prior research describes international work as a male-dominated and highly gendered phenomenon (Gripenberg et al., 2013; Hearn et al., 2008). However, we are unaware of any studies clearly reporting differences among male and female expatriates' WLC.

There is also evidence that being a part of a dual career couple is a different proposition for men and for women (Heikkinen, 2015) and it has also been argued that relocation abroad is especially challenging for the partners of female expatriates (Känsälä et al., 2015). Prior research indicates women are more likely to take care of household duties and family issues than men, even when they have a challenging job (Heikkinen et al., 2014; Heikkinen and Lämsä, 2017). This suggests the consumption of resources (cf. COR theory) and therefore the experience of WLC would differ for male and female expatriates whether functioning as part of either a single-career couple or a dual career couple.

In sum, expatriation is likely to affect a person's experiences of how the work and personal life spheres interact, and these experiences are likely to differ depending on whether the expatriate is involved in a relationship with a partner who is committed to his / her career (thus is a part of a DCC) or if s/he is not (thus is part of an SCC). Furthermore, the gender of the expatriate is also likely to play a role in that relationship. The aim of this study is to provide new knowledge about expatriates' well-being, in particular, their work-to-life conflict and related antecedents. In order to fulfill this aim, this research first investigates whether expatriate couple career status (DCC/ SCC) is related to the expatriate's WLC. Then this study examines if the expatriate's gender is related to his or her experiences of WLC and explores whether the level of WLC is different for men and women involved in a DCC or SCC. Third, this study contributes to the work on COR

theory by testing it in a novel context; that is, expatriates involved in a dual- or single-career couple situation.

Literature review and hypotheses

WLC among expatriates involved in a dual career or single-career couple

Conflicts between work and personal life have typically been approached from the perspective of role stress (Greenhaus and Beutell, 1985) suggesting that multiple roles impose conflicting expectations associated with the roles and pressures on an individual, and can therefore cause psychological conflict and role overload (Greenhaus and Beutell, 1985). In addition, this theory treats individual resources (e.g., time and energy) as finite; therefore, their depletion will result in strain on the individual. Conflicts between work and personal life are thus related to the well-being of an employee. This is closely linked to the basic assumptions of COR theory as well (Gorgievski and Hobfoll, 2008; Hobfoll, 2002), which hold that people aim to obtain, retain, and foster the things that they value, that is, their resources. Resources can be objects (e.g., money) personal characteristics (e.g., self-esteem) or conditions/ situations (e.g., living with a person who provides social support) (Hobfoll, 2001). Resources are salient to individuals' well-being, and, as stated in COR theory, the loss of resources leads to the loss of well-being, and the greater the resources available, the greater are the opportunities to acquire new resources and well-being (Hobfoll, 2001).

This study adopts a broad definition of the non-work dimension and acknowledges that people have roles other than the traditional family responsibilities (Fisher et al., 2009; Guest, 2002; Sturges and Guest, 2004). As earlier studies have shown, the work-to-life direction is far more

common than life-to-work conflict (Fisher et al., 2009) even among expatriates (Grant-Vallone and Ensher, 2001; Kempen et al., 2015), and therefore only WLC is addressed in this particular study.

Expatriation typically means changing roles both in work and personal life spheres. The work of international assignees is often very challenging due to the breadth and level of their responsibilities, which are typically greater than they had before the expatriate assignment (Bossard and Peterson, 2005). Therefore, expatriates face different role expectations and a requirement to devote more time and energy to the work-life sphere, which depletes their important resources. At the same time, expatriates may face several different needs and expectations in their personal life sphere; for instance, they are expected to support their partners and family in a new living environment (see Van der Zee et al., 2005). That onus may be greater because expatriates themselves usually have a social network at work (see e.g., Osman-Gani and Rockstuhl, 2008) but that is not always the case for their partners. Despite this knowledge, relatively little research has focused on expatriates' work-to-personal life conflict.

Existing research based on quantitative data and addressing the conflict between expatriates' work and personal lives has largely focused on the consequences of the conflict. Those studies have reported that WLC increases the risk of depression and anxiety among expatriates (Grant-Vallone and Ensher, 2001) and that WLC correlates with an expatriate's psychological well-being (Van der Zee et al., 2005). WLC has also been found to diminish expatriates' perceptions of how well they can meet the expectations associated with their work and family roles (Kempen et al., 2015). WLC has also been found to relate to organizational outcomes, and particularly, an increased intention to leave the organization (Kempen et al., 2015) and work-family conflict has been found to increase expatriates' withdrawal cognitions (Shaffer et al., 2001).

Only one of these studies investigated the antecedents of WLC (Van der Zee et al., 2005) and that research found work demands contributed to WLC, supporting the tenets of COR theory. Excessive work demands consume time and energy and therefore increase WLC. It is worth mentioning that even though more complex analysis methods did not reveal any other statistically significant relationships with the included antecedents, at the correlation level, a positive relationship between home-related demands, work-related demands, and an expatriate's emotional demands arising from work and the expatriate's WLC was found (ibid.). Furthermore, that study reported that if an expatriate's spouse reported onerous home demands, the effect was to raise the level the partner expatriate's WLC. This finding supports the view that a partner's situation is likely to have an effect on an expatriate's WLC, thus making it a possible situational resource (cf. COR theory) that merits further study.

One expatriate- and partner-related situation that is likely to relate to an expatriate's WLC is the career orientation of the couple. Today, DCCs, that is, couples in which both partners are psychologically committed to their professions (Harvey, Novicevic et al., 2009) have become common even in the expatriate context (Kierner, 2015). However, there are still many SCCs, in which one partner is not involved in paid work or is working but not committed to his / her career. Earlier studies conducted in the domestic context have shown that partners in DCCs are more prone to experiencing high levels of WFC than those involved in an SCC (Elloy and Smith, 2003; Higgins and Duxbury, 1992). Linking the career orientation of expatriate couples to the COR theory, it is likely that expatriates who are partners in a DCC will suffer from a lack of time and energy and experience difficulties in coordinating the needs of both partners' working lives, thus making them more vulnerable to WLC. However, to the best of our knowledge, there is a

lack of empirical studies exploring WLC among dual career and single-career expatriate couples.

In the light of the above, we hypothesize:

H1: Expatriates who are partners in a DCC experience greater WLC than those who are involved in an SCC

WLC among expatriate men and expatriate women

In general, studies have provided mixed evidence on how the interface between work and personal life differs between women and men. One meta-analysis has shown that men experience WFC slightly more than women do (Byron, 2005), but there is also research showing that women are more at a risk of work-to-family conflict than men (Leineweber et al., 2013). In addition, some research reports no differences between the work-to-family conflict experience of men and women (Eagle et al., 1997; Kinnunen et al., 2004). It has also been shown that cultural context has an effect on how men and women experience WLC (Ruppanner and Huffman, 2013).

To the best of our knowledge, there are no statistical studies of whether gender plays a role in an expatriate's WLC experiences. Grant-Vallone and Ensher (2001) included gender as a control variable and produced evidence that gender is related to WLC. Unfortunately, the study does not report how gender was coded for the analysis, and it is therefore impossible to interpret whether WLC was greater for men or women among the dataset. Gender is also included as a control variable in the study by Kemper and colleagues (2015) and was found not to be statistically significantly related (in correlation terms) to WLC. However, it has been suggested that especially in Western societies, the woman is typically expected to take more responsibility for the family and home than a man would, even if both partners have demanding jobs (Heikkinen,

2015; Rusconi et al., 2013). The situation has been likened to women working second shifts to cover domestic tasks (Hochschild, 1997). According to COR theory that would precipitate a loss of important resources. Therefore, we hypothesize:

H2: Expatriate women experience greater WLC than their male counterparts.

WLC and the interaction between gender and a couple's dyadic career status

Men's and women's experiences of being a partner in a DCC tend to differ, but the situation can be challenging for either sex (Heikkinen, 2015). As mentioned above, and as related to COR theory, gender role expectations can easily lead employed women into making an unequal contribution to domestic chores. Survey data collected in 20 European countries confirmed that women do most of the housework regardless of couple earner type (Fahlén, 2015; Käsälä and Oinas, 2015). However, housework was found to be divided most equally among couples in which both partners were working and only the female partner had a career (e.g., a managerial) position or among the couples where the female was the single earner (Fahlén, 2015). Another study utilizing Finnish data from the same survey (Käsälä and Oinas, 2015) indicates that domestic work is shared most equally among couples where the woman is pursuing a career or both spouses are.

As mentioned above, the expatriate partner's onerous home demands are linked to higher levels of expatriate WLC (Van der Zee et al., 2005). It is possible that a female expatriate's partner in an SCC situation is doing a greater share of the housework and thus his experience of onerous home demands is contributing to the female expatriate's WLC.

It has been suggested that international relocation strengthens traditional gender roles among expatriates and their partners (Känsälä et al., 2015). There is some evidence showing that men who relocate in order to follow their female partners experience higher stress levels, in part, because of traditional role expectations involving the female rather than the male partner being the trailing partner (Rusconi and Solga, 2007). It has been suggested that the dual career problem may be particularly onerous for female expatriates and male partners (Heikkinen et al., 2014; Mäkelä et al., 2011). However, the authors have found no quantitative studies exploring the interaction effect of gender and a couple's dyadic career status on an expatriate's experiences; although there is evidence that differences exist, especially among DCCs. Based on these findings related to gender in domestic and expatriate DC and SC couples, we set the following hypothesis:

H3: Female expatriates experience higher levels of WLC compared to male expatriates especially when they are part of a dual career couple.

Methods

Sample

The sample for the study was gathered with the help of two unions: the Finnish business graduate union (SEFE) and Academic Engineers and Architects in Finland (TEK). SEFE invited 742 expatriate members (Finnish people living abroad) and TEK invited 1168 to complete online questionnaires. A total of 222 SEFE and 306 TEK members participated, a response rate of 29.9% among SEFE invitees and 26.2% for the TEK group: the overall response rate was 27.6%. Only contributions from those in a relationship and working (i.e., not the unemployed or those on

a pension) were incorporated into the final sample (N=393) used to analyze the hypotheses. The combined sample from both unions was utilized in the analysis as there was no theoretical reason for union members to differ regarding the mechanism connecting DCC and gender with WLC. The combined sample also adds statistical power to the analysis and the results can be more widely generalized. The sample was male dominated (72.7%) and the mean age was 43.6 (SD=9.4). Almost all of the respondents (88.9%) were expatriates for their own reasons (work or studying), the average length of expatriation was 5.2 years (SD=6.2) and the average organizational position ranked at 6.9 on a scale of 1 to 10. The majority of the respondents had a spouse with them abroad (85.1%) and 55.5% of spouses were then working. Over half (61.9%) had children. All main variables had only around one percent of missing data, which is regarded as negligible, and the sample as a whole includes few missing data. In addition, Little's MCAR test ($\chi^2(12) = 19.017$, $p = .088$) indicated that the data were missing completely at random, and accordingly, a list-wise deletion of missing data was utilized in the analysis.

Measures

Work-life conflict (WLC) was measured with a 5-item scale validated by Fisher, Bulger and Smith (2009). The items (e.g., “My personal life suffers because of my work”) were rated on a 5-point Likert scale and the reliability of the scale was good (Cronbach’s $\alpha = .888$). Membership of a *DCC* was defined based on the question: “Does your partner have a career?”

The effects of age, having children, organizational position (lowest level in an organizational hierarchy = 1 and highest level in an organizational hierarchy = 10), reason for expatriation (own work or studying vs. other reason e.g., work of the spouse), the length of the expatriation (in

years), spouse in work and location of spouse (accompanied subject abroad vs. stayed at home) were adjusted in the analysis.

Strategy of Analysis

The first step was to analyze the descriptive results and especially the difference between those relating to DCC and SCC relationships. The hypotheses of the study were analyzed utilizing hierarchical regression analysis, which is a standard procedure when examining interaction effects (e.g., Aiken and West, 1991). The first step of the analysis examined Hypotheses 1 and 2 as that step involved the control variables and the main effects of gender and DCC. The second step added the interaction term of gender and DCC to the model to investigate Hypothesis 3. The results are interpreted from the final model. All analyses were performed with IBM SPSS Statistics 23 software.

Results

The descriptive statistics show work does not generally interfere with personal life in an extreme way (see Table 1). The average level of WLC was 2.65, which is under the statistical midpoint on a scale running from one to five. The sample included 27.3% women and 58.0% of all respondents were part of a DCC. About half (50.2%) of the men were partners in an SCC, while a strong majority of women were involved in a DCC (80.8%). The difference was statistically significant ($\chi^2(1) = 29.147$, $p < .001$). The respondents from DCC relationships were on average

<<<<<<<<<<<<<< TABLE 1 around here >>>>>>>>>>>

The results of the hierarchical regression analysis reveal that gender and dual career were connected with WLC when their synergistic effect was examined (see Table 2). During the first step of the analysis, the effects of gender and DCC were both insignificant, indicating no difference in WLC between the genders or between a DCC and an SCC. Therefore, Hypotheses 1 and 2 were not supported, but adding their interaction term in the second step made their effects salient. The interaction also increased the explanation rate (R^2) to a remarkable 8.1 %. Regarding the control variables, only having children was significantly (positively) related ($B=0.233$) to WLC.

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This study can contribute to improving the understanding of well-being, and in particular, WLC as experienced by expatriates. In particular, our study adds to the knowledge of the antecedents of the negative work-life interaction in expatriates' lives, offering evidence that WLC experiences vary according to the type of expatriate career couple, and that those experiences differ for men and women. Our study has been guided by the COR theory (Hobfoll, 2001, 2002) and thus we contributed also to the COR literature by testing the theory in a new occupational context. The study suggests that COR can be a helpful approach to investigating the expatriate couple's career situation as an antecedent to the expatriate's WLC.

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experiencing greater work-family conflict in domestic contexts (Elloy and Smith, 2003; Higgins and Duxbury, 1992), and the expatriation context differing remarkably from that scenario. However, at the correlation level, the DCC situation was negatively linked to WLC, indicating that WLC could even be lower for those involved in a DCC than in an SCC. There might be some underlying mechanisms that future studies might address. For instance, our descriptive results showed that most of the partners in SCCs are not involved in paid work, meaning that when a couple moves abroad, partners in SCCs may lack for activities they can do on their own, and simultaneously might find gaining access to social networks challenging (Osman-Gani and Rockstuhl, 2008). Therefore, access to different networks abroad may mediate the link between a couple's career situation and the WLC experienced. Specifically, the SCC situation may lead to a lack of networks and social contacts and thus SCC partners might expect more support from their partner than would be expected of partners in DCCs. Moreover, although not finding a direct relationship between gender and WLC ran counter to H2, it is in line with the findings of a recent study conducted among expatriates (Kempen et al., 2015).

Nevertheless, a more accurate examination revealed an interaction effect between gender and a couple's career status on WLC, and thus Hypothesis 3 gained support. In DCCs, women experienced more WLC than men, who in contrast reported more WLC when part of an SCC. The findings show a difference in WLC for men and women involved in an SCC, but counter to our expectations, women experience less WLC than men. This finding might be explained by the possibility that domestic responsibilities are shared more equally by couples where the female partner has a career (Fahlén, 2015; Käsälä and Oinas, 2015), thus reducing the domestic responsibilities of female expatriates (Van der Zee et al., 2005) and leading to lower WLC. This finding also links to the aspect of COR theory stating that acquiring important resources (here

spousal support) leads to positive outcomes. However, it is possible that when a male expatriate is a partner in an SCC, the traditional gender roles are strengthened and the wife does most of the household duties and takes care of the children; in which case she might feel that her partner should devote more resources to helping her at home. In the opposite situation—a female expatriate in an SCC—if there are children, they are perhaps in kindergarten or at school, and therefore the female expatriate's partner is not under great pressure at home and does not have such high expectations of the expatriate, for instance in terms of spending more time at home.

Furthermore, our results show that female expatriates experience higher levels of WLC than men when they are partners in a DCC. That may again relate to the share of domestic chores, because women are reported to do most of the housework in general (Fahlén, 2015): there is also the possibility of the so-called second-shift situation (Hochschild, 1997). This finding supports earlier findings that a DCC situation may be particularly difficult for female expatriates (Heikkinen et al., 2014; Mäkelä et al., 2011). This finding may also be interpreted with the help of COR theory, which states that people who are at risk of resource loss (here, the demands of two careers) are even more vulnerable to losing other resources (here, traditional gender roles leading to greater domestic responsibility) and therefore to decreased well-being. However, even though the share of the domestic responsibility among partners can play an important role in the experience of WLC, we do not have any indicators of it, and therefore future studies could direct more attention to those questions.

Future studies should also study outcomes other than WLC; for instance, intention to leave the expatriation assignment, work performance, and marital satisfaction in relation to gender and the career situation of the expatriate. As this particular study focuses only on expatriates with a partner, more research would be required to shed light on the experiences of expatriates in

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different life situations, for instance, single expatriates (i.e., those without a partner or family) and different types of families (e.g., single parents and same sex couples).

The current study has some limitations that should be borne in mind. First, the study is cross-sectional, meaning that we can draw no reliable conclusions on the causal direction of the effects, and therefore further research using longitudinal data collection methods would be beneficial. Second, our measures were based on self-reports by one partner in the couple, and data collection from both partners would be beneficial in future. However, WLC is a personal experience of an individual and therefore it would be challenging for anyone else to evaluate its level.

A practical implication drawn from our study findings is that organizations should create and develop practices to support both DCCs and SCCs. That support might take the form of allocating family-member mentors or running family events for company employees, for instance. It is also important to acknowledge that the DCC and SCC situations have a different effect on WLC for male and female expatriates, and that could be one important theme to discuss when a couple is planning to move abroad for work. Female expatriates involved in DCC situations in particular should discuss how they will share domestic and familial responsibilities, and perhaps consider the option of using external help for childcare, cleaning, or other domestic duties.

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Table 1. Descriptive statistics

	Mean (SD) / %	1.	2.	3.	4.	5.	6.	7.	8.	9.
1. WLC	2.65 (0.87)	-								
2. DCC	58.0 %	-.139 **	-							
3. Gender (women)	27.3 %	-.002	.277 ***	-						
4. Age	43.61 (9.43)	.112 *	-.253 ***	-.152 **	-					
5. Organizational position	6.88 (1.84)	.116 *	-.151 **	-.060	.440 ***	-				
6. The length of expatriation	5.19 (6.19)	-.015	-.027	-.097	.461 ***	.247 ***	-			
7. Children (yes)	61.9 %	.117 *	-.197 ***	-.208 ***	.422 ***	.265 ***	.188 ***	-		
8. Reason for expatriation (own work)	88.9 %	.100	-.252 ***	-.337 ***	.142 **	.195 ***	-.005	.084	-	
9. Spouse in work life (yes)	55.5 %	-.035	.499 ***	.264 ***	-.072	-.049	.111 *	-.229 ***	-.270 ***	-
10. Location of spouse (along abroad)	85.1 %	-.003	-.083	.042	-.047	-.037	.131 *	.134 **	-.152 **	-.178 ***

p<.050 *; p<.0.10 **, p<.001 ***

Table 2. The results of hierarchical regression analysis explaining WLC

	B (Beta)	
	Step 1	Step 2
Constant	2.112 (-)***	2.126 (-) ***
Age	0.002 (0.027)	0.003 (0.035)
Children (yes)	0.257 (0.146) *	0.233 (0.132) *
Organizational position	0.022 (0.048)	0.021 (0.045)
Reason for expatriation (own work)	0.225 (0.085)	0.269 (0.101)
The length of expatriation	-0.013 (-0.089)	-0.013 (-0.091)
Spouse working (yes)	0.137 (0.080)	0.134 (0.078)
Location of spouse (accompanied abroad)	-0.031 (-0.013)	-0.028 (-0.012)
DCC	-0.209 (-0.121)	-0.328 (-0.190) **
Gender (woman)	0.211 (0.106)	-0.331 (-0.166)
DCC * Gender (Woman)		0.736 (0.339) **
R ²	.057	.081 (Δ=.024) **

Note. Table presents regression coefficients (B) and standardized coefficients (Beta).

p<.050 *; p<.0.10 **; p<.001 ***

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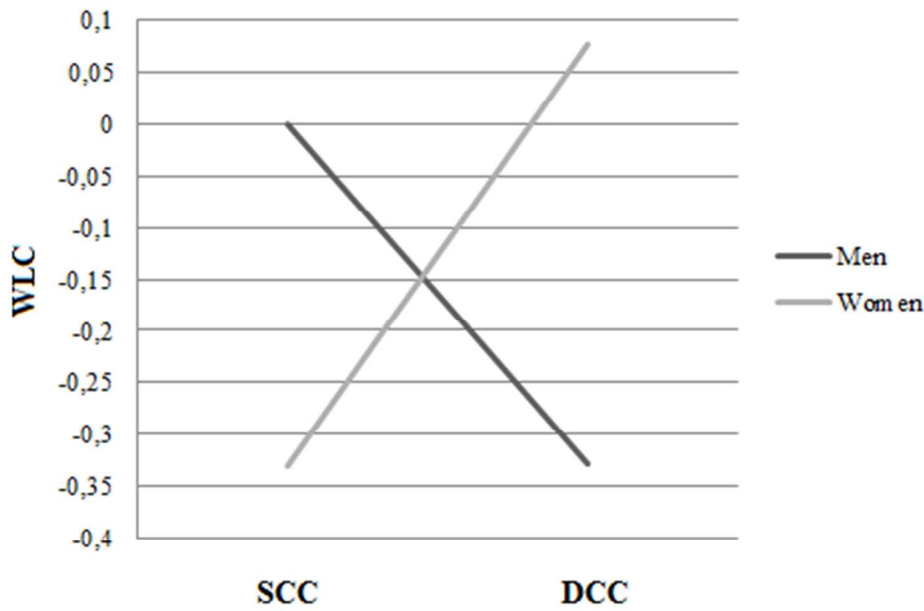


Figure 1. The interaction effect of gender and DCC on WLC.