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# Finding a Balance: An Examination of the Antecedents and Consequences of Non-Work to Work Role Facilitation

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# Extant Research on Role Facilitation

**Role Facilitation:** the extent to which participation in one role is made easier by virtue of the experiences, skills, and opportunities gained or developed in another role (Frone, 2004)

- Antecedents of role facilitation
  - Personality, such as extraversion (Wayne et al., 2004)
  - Job involvement, work stressors (Aryee et al., 2005; Butler, et al., 1995)
- Consequences of role facilitation
  - Higher organizational commitment (e.g. Aryee, Srinivas, and Tan, 2005)
  - Higher job satisfaction (Aryee, et al., 2005; Van Steenburgen, et al. 2005)

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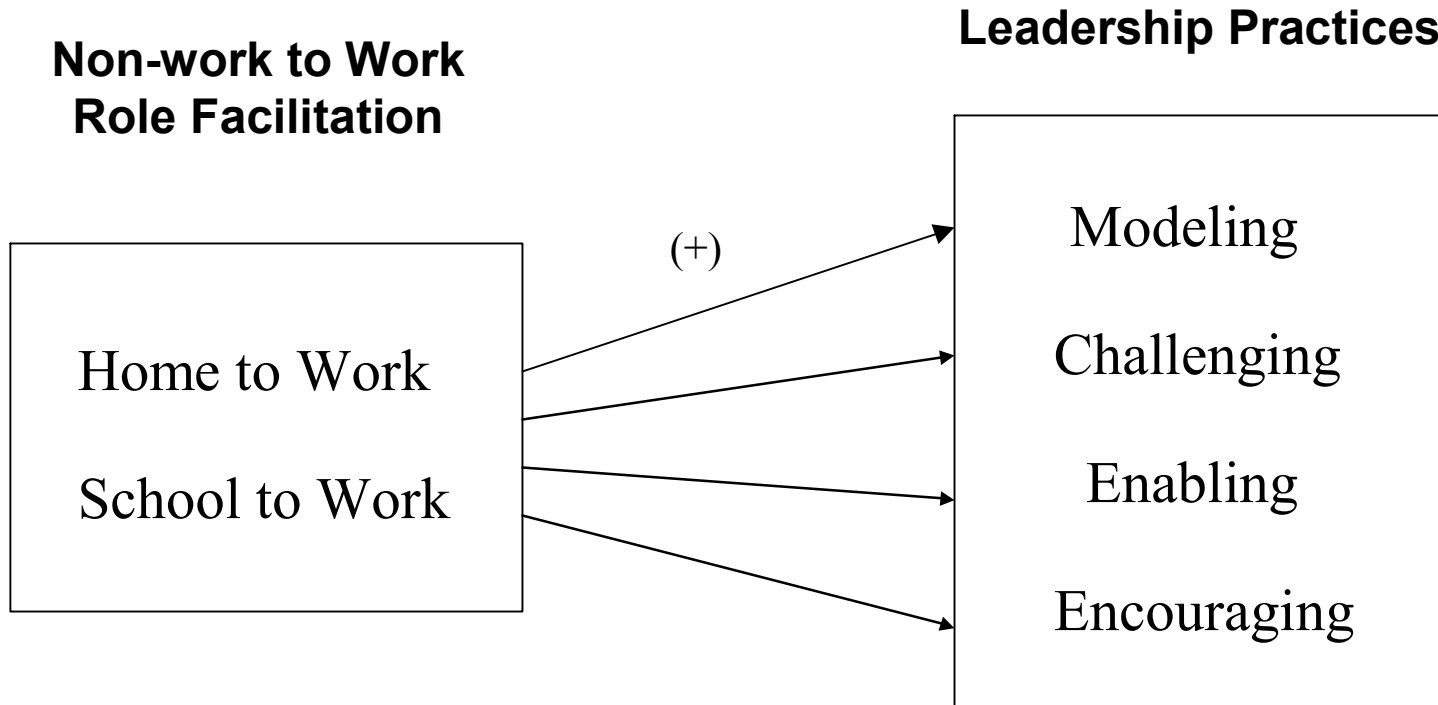
# Research Focus

What behaviors might impact the extent to which some individuals experience more role facilitation than others?

In particular, to what extent do the coping behaviors used by individuals impact the diffusion of benefits from non-work roles to the work role?

AND how does diffusion of benefits from non-work roles to the work role impact leadership behavior at work?

# Impact of Role Facilitation on Leadership



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# Conclusion

- Challenges?
- Implications for organizations?
  - Should organizations discourage employees from getting their MBA?
  - Value of non-work roles?