

WORK/FAMILY BORDER THEORY

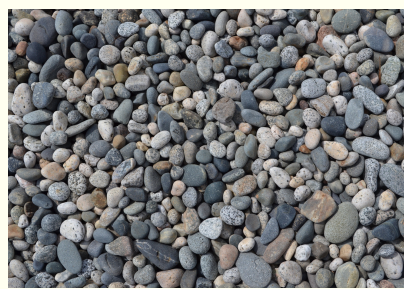
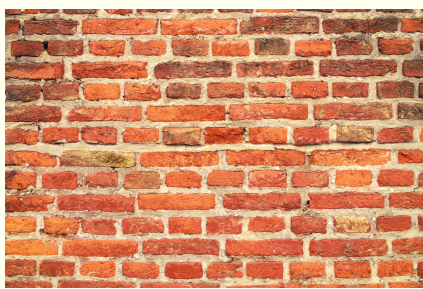
NOAH JAMES

DOMAINS



Home and work can be very different domains for most. Home and work are different psychological domains. These domains have differences in valued ends as well as valued means. While they are different psychologically, they can also have interaction between them.

PERMEABILITY



Permeability in work/family border theory is known as level of features from the different domains may enter into the opposite domain. Work and family domains are distinguished by their permeability to one another. Permeability can also play a part in the psychological emotions that one feels at work or at home.

BORDER-CROSSING



Since home and work domains are different psychologically, this can lead to border-crossing. Border-crossers who are usually employees or spouses don't carefully maintain the borders between their work and home. Border-crossers have no flexibility in controlling the conflicting demands of both work and home.

BORDER-KEEPING



Border-keepers assists border-crossers in line. Border-keepers are usually supervisors or the other spouse that want to keep work things at work and home issues at home. Persistent communication between border-crossers and border-keepers will create a share understanding of what the domains and borders are.