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SUBJECTIVE SUCCESS IN AN ENTREPRENEURIAL CAREER-THE CASE OF WORK-LIFE-BALANCE: RESULTS FROM A LARGE SCALE SURVEY IN GERMANY (SUMMARY)

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≈ SUMMARY ≈

**SUBJECTIVE SUCCESS IN AN ENTREPRENEURIAL
CAREER – THE CASE OF WORK-LIFE-BALANCE: RESULTS
FROM A LARGE SCALE SURVEY IN GERMANY**

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Principal Topic

The career literature has clearly acknowledged the dichotomy of objective and subjective career success while studies in Entrepreneurship have rather adopted a limited view of success, focusing on objective success criteria such as firm performance. Work-life balance – one aspect of subjective success – has become a focal point of interest in today's economic environment. The Entrepreneurship and career literature alike however has not been sufficiently concerned with work life balance in entrepreneurial careers.

Method

Thus, the present study – part of the research project “Dual-careers through self-employment?” funded by the German Federal Ministry of Education and Research and the European Social Fund – among 1,648 individuals seeks to address the following gaps: How do entrepreneurs score when it comes to work-life balance compared to employees? Which specific aspects lead to a high work-life conflict and to what type of conflict?

Results and Implications

Distinguishing between work-to-family and family-to-work conflict, both on a time-based and strain-based level our linear regression results indicate that high workload leads to higher work-to-family conflict but to lower family-to-work conflict regarding time restrictions. Concerning the amount of household work, we find contrary results. Stressful work characteristics increase conflict at home while tedious household characteristics increase conflict at work. The presence of children increases the conflict in most aspects which indicates that reconciliation becomes more burdensome when family responsibilities increase. Regarding gender, women tend to worry more about their professional sphere at home than men. Contrary, males show a higher time conflict at work. Compared to employees self-employed are more often preoccupied about their professional obligations at home. Thus, our results might mirror paradoxical effects of flexibility and the dilemma to delimitate individual roles. While higher flexibility allows time for family and decreases time conflicts at home, it increases interference of family time with their professional work. Hence, the family sphere benefits from self-employment's time flexibility but is interfered by the mental strain of responsibilities as an entrepreneur.

Our results clearly show the importance of a more distinguished perspective on careers including all four aspects of work-life conflict, especially with regard to self-employment.

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