Balancing Work and Family: A Controlled Evaluation of the Triple P – Positive Parenting Program as a Work-Site Intervention

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1.1 Aim

The current research aims to expand knowledge in the area of the impact of family demands on work functioning in working parents, and to extend the BFI research to investigate the effectiveness of work-place interventions on family functioning.

2.1 Hypotheses

It was predicted that due to role spill-over from home to work, participating parents will experience improvements in work functioning as a result of BFI. Specifically, it is hypothesised that compared to the WL group, WPTP parents will:
1. Experience lower levels of disruptive child behaviour;
2. Display lower levels of dysfunctional parenting practices and better parental adjustment;
3. Experience less work-related stress;
4. Show greater work commitment and job satisfaction;
5. Show higher levels of parental self-efficacy in both home and work responsibilities; and
6. That all short-term effects associated with WPTP at post-intervention will be maintained from post intervention to 4-months follow-up.

3.1 Results

Following intervention, parents in the intervention condition reported significantly lower levels of disruptive child behaviour, dysfunctional parenting practices and higher levels of parents self efficacy in managing both home and work responsibilities, than parents in the WL condition. These short-term improvements were maintained at 4-months follow-up. There were also additional improvements in reported levels of work stress and parental distress at follow-up in the WPTP group compared to post-intervention.

4.1 Findings

The current study’s findings generalisability is restricted by several limitations. The higher attrition rate in the waitlist control meant the study’s sample size was reduced. However, despite this limitation, this is the first randomly controlled trial to use a work-site BFI to investigate child, parent and work variables. The results of this study may have an impact on the future of BFI research.

5.1 Summary and Implications

Despite wealth of evidence showing that behavioural family intervention is an effective intervention for parents of children with behavioural and emotional problems, little attention has been given to the relationship between parents functioning at work and their capacity to manage parenting and other home responsibilities. This study evaluated the effects of a group version of Triple P – Positive Parenting Program (WPTP) designed specifically for delivery in work places. In this area of economic rationalism, combined with a growing recognition of the role of the family, WPTP may be a tool to bridge the gap between psychological problems in the home and work environment. Its potential influence in terms of both improved psychological well-being and increased productivity is enormous. There are several ways WPTP could be implemented in the work place, depending on the type of organisation and industry involved.

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