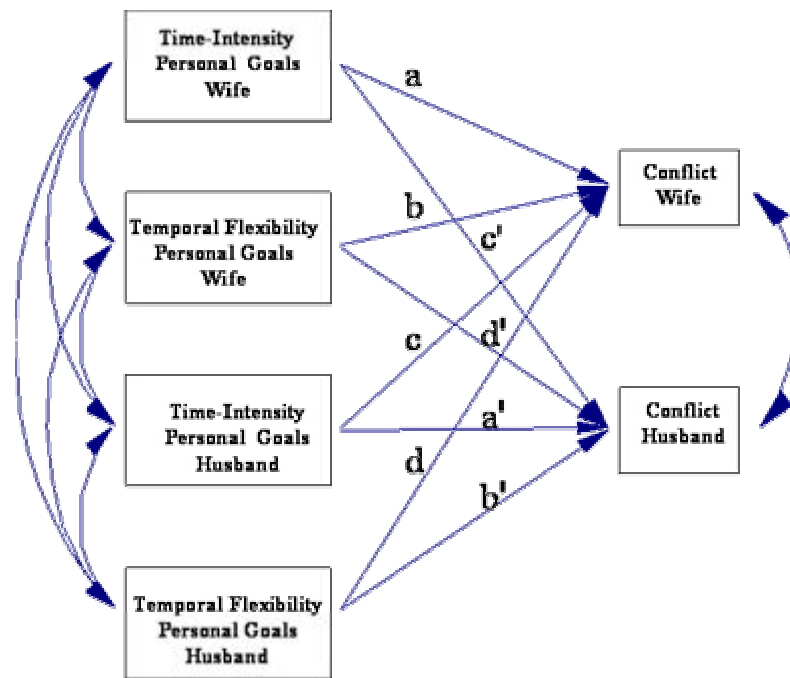


Figure 8. *Differences in time-related goal characteristics: Actor-and partner- effects in husbands and wives using structural equation modeling*



$a, a'$ : Own time-intensity of personal goals = .12 \*\*;  $b, b'$ : Own temporal flexibility of personal goals = -.11;  
 $c, c'$ : Partner's time-intensity of personal goals = .00;  $d, d'$ : Partner's temporal flexibility of personal goals = .25

### 5.3. Micro-Analytic Processes in Daily Life: Effects of the Quality of Interpersonal Goal Relations and Access to Grandparental Childcare on Everyday Goal Pursuit and how it is Associated with Subjective Mood and Physiological Arousal

In the next sections the focus is on the hypotheses addressing everyday processes in the sample of employed parents. I will start by presenting results on the relationship between perceptions of interpersonal goal conflict as well as convergence and everyday goal pursuit. Afterwards, I will proceed by investigating the proposed beneficial effect of grandparental participation in childcare, followed by an examination of the associations between goal pursuit and subjective affect ratings as well as current physiological arousal.

#### 5.3.1. Interpersonal Goal Relations and Goal Pursuit in Daily Life

Did participants with varying perceptions of interpersonal goal conflict and convergence differ in the goal relevance of their daily activities? I had hypothesized the quality of interpersonal goal relations to be related to (a) the engagement in goal-relevant activities and (b) the variability in goal pursuit.

In order to address the first block of questions, a three-level hierarchical model was employed where the first level referred to repeated assessments in daily life, the second level to individual characteristics, and the third level to couple characteristics. I will start by estimating separate models on the proposed relationship between interpersonal goal conflict as well as convergence and daily goal pursuit. Within these models daily goal pursuit is modeled as a function of level 2 and level 3 predictors, only. This yields the following level-1 model:

$$\text{Goal relevance of daily activities}_{ijk} = \beta_{0jk} + r_{ijk}.$$

Person-specific goal-relevance means were expected to vary across individuals as a function of gender and both partners' goal relations ratings, leading to the following level 2 model:

$$\beta_{0jk} = \gamma_{00k} + \gamma_{01k} (\text{gender, actor}) + \gamma_{02k} (\text{interpersonal goal conflict [convergence], actor}) + \gamma_{03k} (\text{interpersonal goal conflict [convergence], partner}) + u_{0jk}.$$

At level 3, intraindividual means were thought to vary according to differences in the composition of interpersonal goal conflict and convergence at the couple-level. This resulted in the following level 3 model:

$$\gamma_{00k} = \delta_{000} + \delta_{001} (\text{interpersonal goal conflict [convergence], actor} \times \text{interpersonal goal conflict [convergence], partner}) + v_{00k}.$$

$$\gamma_{00k} = \delta_{010}$$

$$\gamma_{00k} = \delta_{020}$$

$$\gamma_{00k} = \delta_{030}$$

Note that level 2 slopes are treated as fixed for reasons of parsimony (Campbell & Kashy, 2002).

First, fully unconditional models were employed in order to estimate the amount of variability in goal relevance at the three different levels. These models revealed that 86.5 percent of the variance in goal relevance of daily activities originated at the first level, 12.7 percent at the second level, and 0.8 percent at the third level.

I will now turn to the conditional models for interpersonal goal conflict. Non-significant interactions between interpersonal goal conflict of actor and partner at the .05 level showed that there were no compositional effects at the couple level. I therefore decided to estimate a more parsimonious model without these interactions. The results are displayed in Table 17.

Table 17. *Goal Relevance of Daily Activities: Point Estimates and Robust Standard Errors of the Fixed Effects and Variance Components of the Random Effects*

Fixed effects	Coefficients	SE
Intercept	0.751 **	0.075
Gender (actor)	-0.158	0.098
Interpersonal goal conflict (actor)	0.325	0.190
Interpersonal goal conflict (partner)	-0.384 *	0.197
Random effects	Variance	
Residual	1.161	
Intercept lv1	0.141 **	
Intercept lv2	0.024	

\*\*p<.01; \*p<.05; Note that coefficients are not standardized

The results show that only perceptions of interpersonal goal conflict on the side of the partner but not on the side of the actor are significantly negatively related to reports of goal pursuit in daily life. The intercept for men with average perceptions of interpersonal goal conflict on side of both actor and partner was a little bit above the sample mean of daily goal pursuit. In line with my predictions, individuals with partners reporting high goal conflict provided lower goal-relevance ratings than individuals with partners reporting low goal conflict. Contrary to my expectations, individuals' own perceptions of interpersonal goal conflict are not negatively related to their own engagement in goal relevant activities. I even observed a tendency among participants with high interpersonal goal conflict to report a higher goal-relevance of daily activities than in participants with low interpersonal goal conflict ( $p < .10$ ). The absence of a significant main effect for gender is interesting per se and will be elaborated a little further on. These results are illustrated in Figure 9.

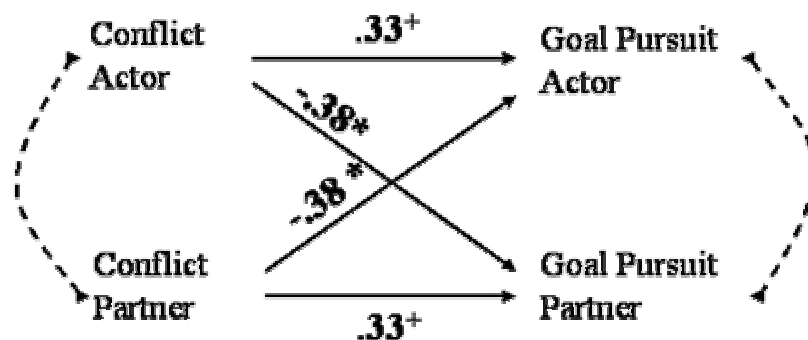


Figure 9. *Differences in the perception of interpersonal goal conflict and daily goal pursuit: Actor- and partner-effects using HLM*

The described model for interpersonal goal conflict explained 1.1 percent of the variance in goal pursuit with a marginally significant reduction in deviance of 6.43 compared

to the unconditional model. Analyses based on aggregated measures of the goal relevance of daily activities per day and over the week parallel the above-presented results (see Tables 1 and 2 in Appendix B).

An important assumption underlying multi-level modeling is the independence of residuals (Hox, 2002). However, repeated assessments from the same individual that are collected in short intervals are likely to exhibit a pattern of serial autocorrelation. Failure to allow for such autocorrelations can result in overestimating the amount of between-person variability on the outcome measures (Schwartz & Stone, 1998). Hence, in a next step different covariance structures were considered for the model described above using SAS Proc Mixed (Littell, Milliken, Stroup, & Wolfinger, 1996). Because comparisons of coefficients and standard errors between models with unstructured, compound-symmetric and autocorrelative structures revealed no significant differences (see Tables 3, 4, and 5 in Appendix B), it seems appropriate to use the previously reported simpler models for the present investigation of the effects of interpersonal goal conflict on goal pursuit in daily life. Note that the results in Table 17 refer to robust standard errors whereas the models presented in the Appendix are based on normal standard errors. Using robust standard errors rather than normal standard errors seemed a better choice because they are less dependent on the assumption of normality (Hox, 2002).

In the next section results of the conditional models for interpersonal goal convergence are presented. As was the case in the interpersonal goal conflict model, analyses revealed no significant interaction effect at the level of the couple. I therefore decided to estimate a simpler model without these interactions. In support of my hypotheses the results revealed a significant actor effect for interpersonal goal convergence (see Table 18).

Table 18. *Goal Relevance of Daily Activities: Point Estimates and Robust Standard Errors of the Fixed Effects and Variance Components of the Random Effects*

Fixed effects	Coefficients	SE
Intercept	0.719 **	0.071
Gender (actor)	-0.098	0.095
Interpersonal goal convergence (actor)	0.159 *	0.066
Interpersonal goal convergence (partner)	0.062	0.077
Random effects	Variance	
Residual	1.161	
Intercept lv1	0.160 **	
Intercept lv2	0.005	

\*\*p<.01; \*p<.05; †p<.10 ; Note that coefficients are not standardized



Hence, individuals with high levels of interpersonal goal convergence reported a higher goal relevance of daily activities than individuals with low interpersonal goal convergence. However, differences in interpersonal goal convergence of partners were independent of daily goal pursuit. Women and men did not differ in the mean goal relevance of their daily activities. The intercept for men with average perceptions of interpersonal goal convergence on side of both actor and partner was a little bit above the sample mean of daily goal pursuit. These results are illustrated in Figure 10.

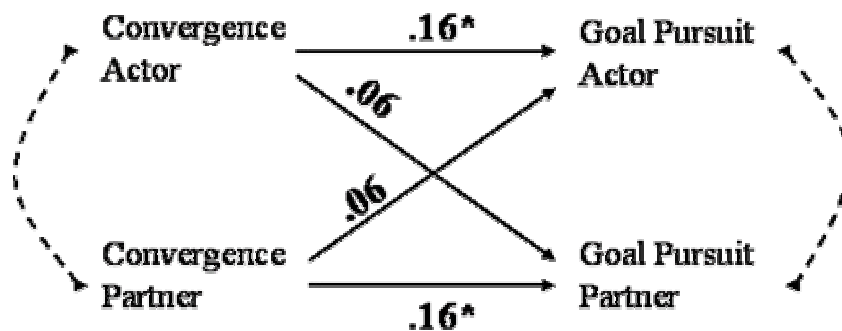


Figure 10. Differences in the perception of interpersonal goal convergence and daily goal pursuit: Actor- and partner-effects using HLM

This interpersonal goal convergence model explained 1.1 percent of the variance in daily goal pursuit. The deviance reduction of 5.59 did not reach significance. Replications using aggregated measures of goal pursuit (per day and over the week) led to similar results (see Tables 6 and 7 in Appendix B). Modeling different error structures did not change the presented results (see Tables 8, 9, and 10 in Appendix B).

### 5.3.2. Interpersonal Goal Relations and Variability in Goal Pursuit

I had also predicted that interpersonal goal conflict perceptions would be related to the amount of variability in the goal-relevance of daily activities. In order to test this assumption a two-level model was employed with the variability in goal pursuit of individual  $i$  in couple  $j$  as outcome (as indicated by the standard deviation) and both partners' interpersonal goal conflict ratings and gender as within couple predictors:

$$\text{Variability in goal pursuit}_{ij} = \beta_{0j} + \beta_{1j} (\text{gender, actor}) + \beta_{2j} (\text{interpersonal goal conflict, actor}) + \beta_{3j} (\text{interpersonal goal conflict, partner}) + r_{ij}.$$

Individual intercepts were expected to vary across couples as a function of the combination of interpersonal goal conflict at the level of the couple leading to the following level 2 Model:

$$\beta_{0j} = \gamma_{00} + \gamma_{01} (\text{interpersonal goal conflict, actor} \times \text{interpersonal goal conflict, partner}) + u_{0j}$$

$$\beta_{1j} = \gamma_{10} \quad \beta_{2j} = \gamma_{20} \quad \beta_{3j} = \gamma_{30}$$

Again, level 1 slopes were not allowed to vary randomly due to limitations in data capacity.

The fully unconditional model for variability in goal pursuit showed that 89.9 percent of the variance was located at level 1 and 10.1 percent at level 2. In a next step, I estimated a conditional model including all predictors. Because this model did not show a significant compositional effect, I felt justified in estimating a simpler model without the couple-level interactions. Results for this interpersonal goal conflict model are shown in Table 19.

Table 19. *Intraindividual Variability in Goal Pursuit: Point Estimates and Robust Standard Errors of the Fixed Effects and Variance Components of the Random Effects*

Fixed effects	Coefficients	SE
Intercept	0.186 **	0.019
Gender (actor)	-0.003	0.027
Interpersonal goal conflict (actor)	0.157 **	0.046
Interpersonal goal conflict (partner)	0.046	0.062
Random effects	Variance	
Intercept	0.001	
Residual	0.012	

\*\*p<.01; \*p<.05; †p<.10 ; Note that coefficients are not standardized

Individuals with high perceptions of interpersonal goal conflict had indeed a higher variability in daily goal pursuit than individuals with low interpersonal goal conflict ratings. Partner's perceptions of interpersonal goal conflict were unrelated to the amount of intraindividual variability in goal pursuit. The intercept for men with average perceptions of interpersonal goal conflict on side of both actor and partner was very close to the sample mean of daily goal pursuit variability. The results of this model are illustrated in Figure 11.

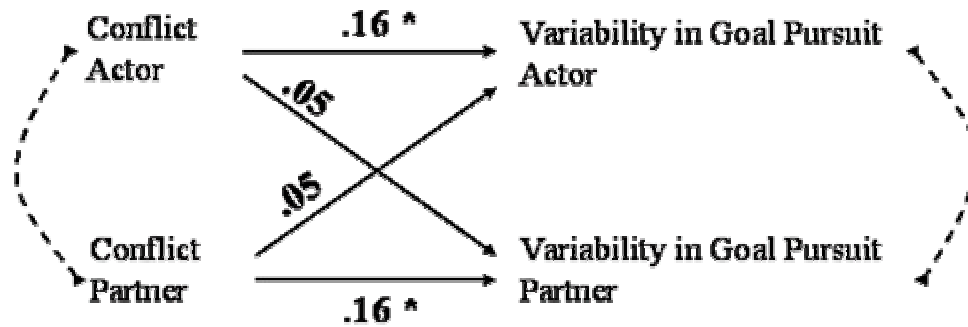


Figure 11. Differences in the perception of interpersonal goal conflict and goal pursuit variability: Actor- and partner-effects using HLM

Together the predictors explained 6.7 percent of the variance. The deviance reduction of 7.6 compared to the unconditional model was significant.

### 5.3.3. Comparisons of the Relationship between Interpersonal Goal Relations and Goal Pursuit in Husbands and Wives

In order to investigate potential gender differences in the processes that link interpersonal goal conflict and interpersonal goal convergence to daily goal pursuit, structural equation modeling was used to compare models with different restrictions along their fit indices. Because structural equation modeling does not allow for a consideration of the hierarchical structure in the data and given that the effects of the quality of interpersonal goal relations on daily goal pursuit did not differ between models using different levels of aggregation (occasion, day, week), goal relevance ratings were aggregated over the whole time-sampling period. I will first present results on interpersonal goal conflict and then turn to an investigation of interpersonal goal convergence.

Fit indices for the different models of interpersonal goal conflict are presented in Table 20. Four different models were investigated in order to find the model with the best fit. The initial model was the most restrictive one because it restrained all paths to equality between women and men. The next two models assumed equal coefficients for either partner- (Model 2) or actor-effects (Model 3). In the final model (Model 4) all paths were allowed to vary freely. It turned out that none of the less restrictive models provided a significantly better fit to the data than the most restrictive initial model. Hence it can be assumed that the mechanisms linking perceptions of interpersonal goal conflict with daily goal pursuit operate similarly in women and men.

Table 20. *Nested Comparison of Actor/Partner Model Fit for Interpersonal Goal Conflict and Daily Goal Pursuit Examining Gender and Influence*

Model step	$Chi^2$	$df$	CFI	NFI	NNFI	Comparison to initial model		
						$Chi^2$	$df$	$p$
Model 1: Initial model; Actor and partner influences are constrained to equality for women and men	0.52	2	1.00	0.97	1.46			
Model 2: Only partner influences are constrained to equality	0.08	1	1.00	1.00	1.57	0.44	1	n.s.
Model 3: Only actor influences are constrained to equality	0.52	1	1.00	0.97	1.30	0.00	1	n.s.
Model 4: Both actor and partner influences are allowed to vary	0.00	0	-	-	-	0.52	2	n.s.

The results obtained from structural equation modeling show a negative association between interpersonal goal conflict on side of the partner but no significant relation with respect to actor's ratings of interpersonal goal conflict on daily goal pursuit (Figure 12). Hence, the obtained results replicate findings from multilevel modeling.

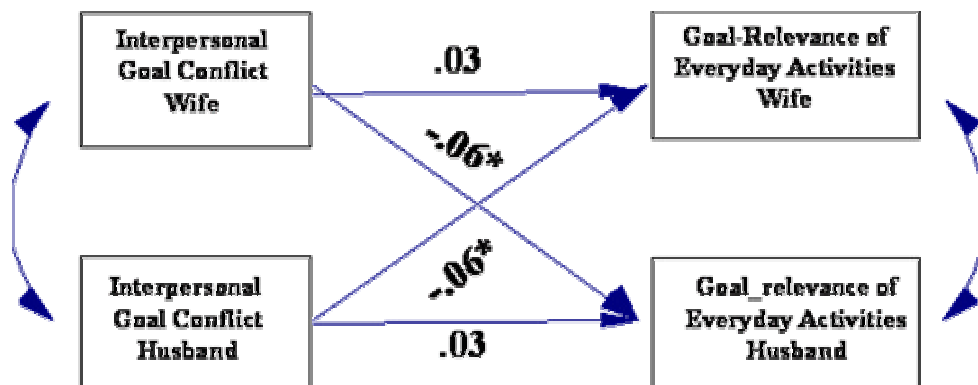


Figure 12. *Differences in the perception of interpersonal goal conflict and aggregated goal pursuit: Actor- and partner-effects in husbands and wives using structural equation modeling*

Finally, different convergence models were investigated in order to test for gender differences in the structure of its relationship with daily goal pursuit. Table 21 shows the respective fit indices. Again, none of the less restrictive models provided a significantly better fit to the data than the initial model 1 where all paths have been constrained to equality between women and men. It can therefore be assumed that the processes underlying the association between perceptions of interpersonal goal convergence and daily goal pursuit do not differ between women and men.

Table 21. *Nested Comparison of Actor/Partner Model Fit for Interpersonal Goal Convergence and Daily Goal Pursuit Examining Gender and Influence*

Model step	$Chi^2$	$df$	$CFI$	$NFI$	Comparison to initial model			
					$NNFI$	$Chi^2$	$df$	$p$
Model 1: Initial model; Actor and partner influences are constrained to equality for women and men	3.29	2	0.77	0.72	0.30			
Model 2: Only partner influences are constrained to equality	0.40	1	1.00	0.97	1.65	2.89	1	n.s.
Model 3: Only actor influences are constrained to equality	3.05	1	0.98	0.74	-1.21	0.24	1	n.s.
Model 4: Both actor and partner influences are allowed to vary	0.00	0	-	-	-	3.29	2	n.s.

Results from structural equation modeling parallel those obtained from multi-level modeling (see Figure 13). Perceptions of interpersonal goal convergence was significantly related to individual goal pursuit but independent of partner's goal pursuit.

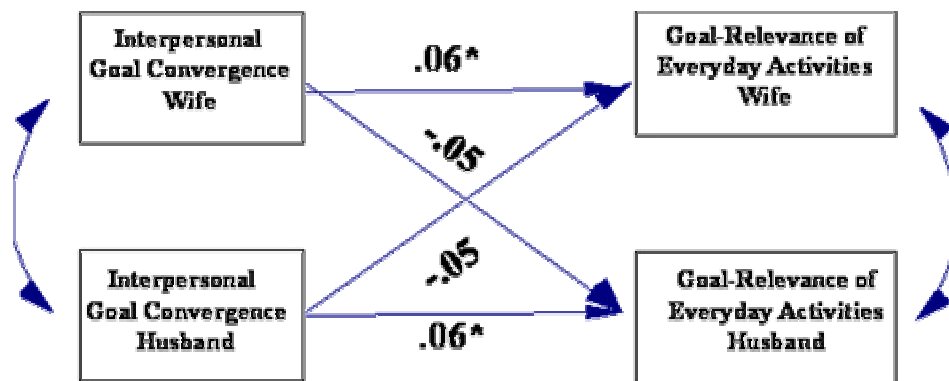


Figure 13. *Differences in the perception of interpersonal goal convergence and aggregated goal pursuit: Actor- and partner-effects in husbands and wives using structural equation modeling*

#### 5.3.4. Access to Grandparental Childcare and Daily Goal Pursuit

Are working parents with access to grandparental support in the form of childcare better able to successfully pursue their work and family goals than couples without this kind of social support? I had predicted that having a grandparent to turn to for childcare would provide working parents with a reliable back-up system, thus facilitating the simultaneous pursuit of multiple goals. Additionally, it had been assumed that access to grandparental childcare might even buffer the negative effects of interpersonal goal conflict within the partnership on the daily goal pursuit of the individual.

These two hypotheses were investigated within a three-level hierarchical model with daily goal pursuit being the level 1 outcome. In order to test the first hypothesis on the direct positive effect of grandparental support in the form of childcare, access to grandparental childcare was introduced as a couple-level predictor.

Again, the fully unconditional model revealed 86.5 percent of the variance to originate at level one, 12.7 percent at level two, and only .08 percent at level three (see previous section). The results of the conditional model show no significant main effect for access to grandparental childcare (see Table 22). Hence, contrary to the first hypothesis, it seems that working parents who have access to grandparental support in the form of childcare are not better off than working parents without this source of support. The intercept for men without access to grandparental support in the form of childcare was a little bit above the sample mean of daily goal pursuit

Table 22. *Goal Relevance of Daily Activities: Point Estimates and Robust Standard Errors of the Fixed Effects and Variance Components of the Random Effects*

Fixed effects	Coefficients	SE
Intercept	0.794 **	0.092
Gender (actor)	-0.104	0.096
Access to grandparental childcare	-0.135	0.101
Random effects	Variance	
Residual	1.161	
Intercept lv1	0.164 **	
Intercept lv2	0.008	

\*\* p<.01; \* p<.05; Note that coefficients are not standardized

In a next step a more complex model was employed in order to investigate the proposed buffering effect of access to grandparental childcare. Hence, four additional predictors were added to the model. Besides the interpersonal goal conflict ratings of both partners, two interaction terms were included, because it was assumed that the effect of interpersonal goal conflict on daily goal pursuit differed between employed parents with and without access to grandparental childcare. The results of this model are displayed in Table 23. In line with my assumptions, there was a significant positive interaction effect for access to grandparental childcare X interpersonal goal conflict on side of the partner. These results indicate that despite the absence of a positive main effect for access to grandparental childcare, it seems that individuals with partners high in interpersonal goal conflict benefit from having a grandparent to turn to for childcare. The two significant main effects for interpersonal goal conflict of actor and partner resemble results reported in the last section.

The intercept for men with average perceptions of interpersonal goal conflict on side of both actor and partner and without access to grandparental support in the form of childcare was one standard deviation above the sample mean of daily goal pursuit.

Table 23. *Goal Relevance of Daily Activities: Point Estimates and Robust Standard Errors of the Fixed Effects and Variance Components of the Random Effects*

Fixed Effects	Coefficients	SE
Intercept	1.275 **	0.335
Gender (actor)	-0.164	0.095
Interpersonal goal conflict (actor)	0.427 *	0.212
Interpersonal goal conflict (partner)	-0.770 **	0.239
Access to grandparental childcare	-1.00	0.602
Access to grandparental childcare X interpersonal goal conflict (actor)	-0.137	0.338
Access to grandparental childcare X interpersonal goal conflict (partner)	0.747 *	0.328
Random effects	Variance	
Residual	1.161	
Intercept lv1	0.132 **	
Intercept lv2	0.022	

\*\* p<.01; \* p<.05; Note that coefficients are not standardized

In order to be conservative and also because I wanted to make sure that the reported buffering effect actually depends on grandparental childcare per se and can not simply be attributed to having access to an additional source of support, I next controlled for the number of other childcare arrangements (public childcare, privately paid babysitters, and childcare by friends) employed parents had reported using.

Table 24. *Goal Relevance of Daily Activities: Point Estimates and Robust Standard Errors of the Fixed Effects and Variance Components of the Random Effects*

Fixed effects	Coefficients	SE
Intercept	1.286 **	0.339
Gender (actor)	-0.167	0.097
Interpersonal goal conflict (actor)	0.437 *	0.215
Interpersonal goal conflict (partner)	-0.772 **	0.239
Access to grandparental childcare	-0.951	0.605
Access to grandparental childcare X interpersonal goal conflict (actor)	-0.159	0.358
Access to grandparental childcare X interpersonal goal conflict (partner)	0.732 *	0.317
Other childcare arrangements	-0.025	0.065
Random effects	Variance	
Residual	1.161	
Intercept lv1	0.132 **	
Intercept lv2	0.021	

\*\* p<.01; \* p<.05; Note that coefficients are not standardized

As can be seen in Table 24, introducing the number of other childcare arrangements as an additional predictor does not change the previously reported results. Hence, it can be assumed that the buffering affect of having a grandparent to turn to for childcare was specific to grandparental childcare.

In addition to considering the mere number of other childcare arrangements, I also investigated whether the observed effect was specific to grandparental support by testing if childcare by friends or privately paid babysitters would be similarly influential. For reasons of parsimony public childcare was not included in the analysis because it was used by all but one couple. The results (see Table 11 in Appendix B) revealed no significant changes in the previously reported effects.

The above reported model explained 2.0 percent of the variance in daily goal pursuit. The reduction in deviance of 11.58 was marginally significant.

The presented results could also be replicated using different aggregate measures of goal pursuit per day and over the week (see Tables 12 and 13 in Appendix B). Modeling different error structures did not change the direction of the reported results (see Tables 14 to 16 in Appendix B). Note that the presented results are based on estimations of robust standard errors instead of normal standard errors. Gender differences in the associations between interpersonal goal conflict, access to grandparental childcare, and individual goal pursuit were negligible as indicated by the fit statistics of different structural equation models with varying levels of restriction (see Tables 17 and 18 in Appendix B).

### **5.3.5. Relationship between Daily Goal Pursuit and Affect as well as Cortisol**

So far the focus has been on the question of how perceptions of the quality of interpersonal goal relations and access to grandparental childcare are related to individual goal pursuit in daily life. I will now turn to an investigation of how pursuits of work and family goals are associated with different measures of affect quality as well as bodily indicators of physiological arousal. I had proposed that variations in goal pursuit would be reflected by moment-to-moment fluctuations in affect quality and cortisol secretion. Hence, it will first be examined if individuals who are engaged in activities that further their goals report higher affect qualities than individuals who are engaged in activities that hinder their goals. Three sub facets of affect quality are distinguished in this study, namely positive-negative mood, ease-restlessness, and alertness-fatigue (Steyer et al, 1997). In a second step it will be tested if individuals who engage in daily goal pursuit display lower levels of physiological arousal as indicated by salivary cortisol than those who do not.



I will first turn to an investigation of the proposed relationship between daily goal pursuit and affect quality in daily life. In order to test this first hypothesis a two-level hierarchical model was employed with the three different facets of the multidimensional affect scale (Steyer et al., 1997) as outcomes and daily goal pursuit as an occasion-level predictor. This approach is superior to traditional data analytic techniques (e.g., regression analyses on aggregated measures) in that it allows for an individual-specific investigation of the relationship between intraindividual predictors and outcomes.

The fully unconditional model shows that (a) 27.9 percent of the variance in positive-negative mood originates at the level of the individual (b) 22.0 percent of the variance in ease-restlessness is located at the individual level and, (c) 29.9 percent of the variance in alertness-fatigue originates at the individual level. The results of the conditional models are displayed in Table 25.

Table 25. *Emotional Well-Being in Daily Life: Point Estimates and Standard Errors of the Fixed Effects and Variance Components of the Random Effects*

1) Model for positive-negative mood		
Fixed effects	Coefficients	SE
Intercept	4.052 **	0.040
Goal relevance slope	0.090 **	0.012
Random effects	Variance	
Residual	0.408	
Intercept	0.166 **	
Goal relevance slope	0.005 **	
2) Model for alertness-fatigue		
Fixed effects	Coefficients	SE
Intercept	3.630 **	0.047
Goal relevance slope	0.105 **	0.014
Random effects	Variance	
Residual	0.746	
Intercept	0.219 **	
Goal relevance slope	0.004	
3) Model for ease-restlessness		
Fixed effects	Coefficients	SE
Intercept	3.684 **	0.048
Goal relevance slope	0.062 **	0.015
Random effects	Variance	
Residual	0.232	
Intercept	0.232 **	
Goal relevance slope	0.010	

\*\*p<.01; \*p<.05; Note that coefficients are not standardized

Overall, the results provide evidence for a strong positive relationship between daily goal pursuit and all three affect dimensions. Hence, in line with my hypotheses, individuals who report high levels of goal pursuit also indicate experiencing high affect qualities whereas the absence of goal pursuit or an engagement in activities hindering personal goals are reflected by low affect qualities. For average daily goal pursuit, the estimated intercepts were very close to the sample mean on all three affect dimensions.

Mean goal-relevance of daily activities accounted for (a) 2.6 percent of the variance in positive-negative mood (deviance reduction = 101.1), (b) 1.8 percent of the variance in alertness-fatigue (deviance reduction = 67.6), and (c) 1.9 percent of the variance in ease-restlessness (deviance reduction = 52.2). Replications of these models allowing for different error structures did not change the presented results (see Table 19 in Appendix B).

In a second step, daily goal pursuit was tested for its relationship with levels of free cortisol in saliva as an indicator of physiological arousal. I decided to use two-level models rather than simple regressions for the same reason as described above. Two cortisol indices were used for the present purpose. First, deviations from person specific cortisol means which were adjusted for time of the day are investigated for their relationship to fluctuations in daily goal pursuit. The results in Table 26 confirm the expected negative association between goal pursuit and cortisol secretion.

Table 26. *Cortisol in Daily Life: Point Estimates and Standard Errors of the Fixed Effects and Variance Components of the Random Effects*

Fixed effects	Coefficients	SE
Intercept	0.000	0.000
Goal relevance slope	-0.108 **	0.015
Random effects	Variance	
Residual	0.900	
Intercept lv 1	0.000	
Goal relevance slope	0.003	

\*\*p<.01; \*p<.05; Note that coefficients are not standardized

This model explained 0.1 percent of the variance in cortisol and led to a reliable reduction in deviance of 33.7.

Secondly, areas under the curve reflecting the overall cortisol output (Pruessner et al., 2003) were calculated for each measurement day and investigated for their association with aggregated measures of goal pursuit. In support of my hypothesis the results show a significant negative association between goal pursuit and cortisol output indicating that, indeed, individuals who are more successful in the pursuit of their goals on a given day

display a lower level of physiological arousal. The intercept for average goal pursuit was slightly above the sample mean of daily cortisol secretion (see Table 27).

Table 27. *Cortisol (Area under the Curve) per Day: Point Estimates and Standard Errors of the Fixed Effects and Variance Components of the Random Effects*

Fixed effects	Coefficients	SE
Intercept	6643.758 **	177.576
Goal relevance slope	-311.545 *	143.172
Random effects	Variance	
Residual	5428994.768	
Intercept lv 1	1219898.503 **	

\*\*p<.01; \*p<.05; Note that coefficients are not standardized

The presented model explained 0.3 percent of the variance in cortisol and led to a reduction in deviance of 4.7.

#### **5.4. Macro-Analytic Processes: Effects of the Quality of Interpersonal Goal Relations on Overall Goal Progress and How it Relates to Different Indicators of Well-Being**

I will now turn to an investigation of the relationship between the quality of interpersonal goal relations and developmental success at a higher level of abstraction. Hence, perceptions of interpersonal goal conflict and convergence will be linked with global measures of goal progress and well-being. I had proposed that interpersonal goal conflict would be negatively associated with overall goal progress whereas interpersonal goal convergence would be positively related to overall progress. In addition to that, it was assumed that high progress on work and family goals would be reflected by high levels of well-being. I will first turn to an investigation of the quality of interpersonal goal relations and its relationship with overall goal progress.

##### **5.4.1. Interpersonal Goal Relations and Progress on Personal Goals**

The proposed relationship between the quality of interpersonal goal relations and overall goal progress was investigated in a two-level model with individual characteristics as level one and couple characteristics as level two predictors. Due to the fact that no compositional effect emerged in either of the models, the presented results refer to models where only individual level predictors are included.