

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.

The results of the model on interpersonal conflict are displayed in Table 28. Contrary to expectations, both partners' ratings of interpersonal goal conflict seemed to be independent of individual progress on work and family goals. The intercept for men with average perceptions of interpersonal goal conflict on side of both actor and partner was close to the sample mean of progress on work and family goals.

Table 28. *Goal Progress: Point Estimates and Robust Standard Errors of the Fixed Effects and Variance Components of the Random Effects*

Fixed effects	Coefficients	SE
Intercept	4.861 **	0.105
Gender (actor)	0.176	0.142
Interpersonal goal conflict (actor)	-0.432	0.380
Interpersonal goal conflict (partner)	-0.149	0.385
Random effects	Variance	
Residual	0.491	
Intercept lv1	0.042	

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

Because this result might be due to the fact that work and family goals are differentially achievable, I next selected those goals that study participants had considered to be particularly important and then performed separate analyses for progress on work-related goals and progress on family-related goals. The results of these analyses are displayed in Tables 29 and 30.

Table 29. *Goal Progress Work Goals: Point Estimates and Robust Standard Errors of the Fixed Effects and Variance Components of the Random Effects*

Fixed effects	Coefficients	SE
Intercept	5.075 **	0.182
Gender (actor)	0.054	0.219
Interpersonal goal conflict (actor)	-1.223 *	0.589
Interpersonal goal conflict (partner)	-0.750	0.589
Random effects	Variance	
Residual	0.923	
Intercept lv1	0.394 **	

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

Table 30. *Goal Progress Family Goals: Point Estimates and Robust Standard Errors of the Fixed Effects and Variance Components of the Random Effects*

Fixed effects	Coefficients	SE
Intercept	4.730	0.111
Gender (Actor)	0.339 *	0.165
Interpersonal goal conflict (actor)	-0.120	0.471
Interpersonal goal conflict (partner)	0.102	0.380
Random effects	Variance	
Residual	0.573	
Intercept lv1	0.136 *	

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

Indeed, ratings of interpersonal goal conflict were only related to progress on work-related goals but not to progress on family-related goals. With respect to progress on family-related goals, a reliable effect of participants' gender was observed indicating that women reported more progress on family goals than men. The intercepts for men with average perceptions of interpersonal goal conflict on side of both actor and partner were close to the sample mean of progress on work goals and progress on family goals. The results on the relationship between interpersonal goal conflict and progress on work goals are illustrated in Figure 14.

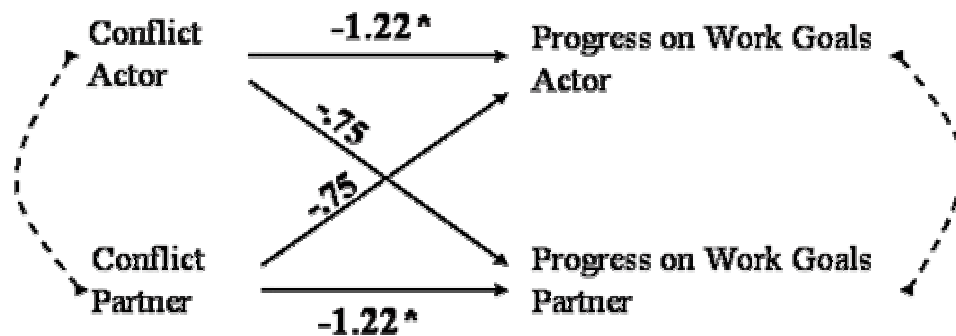


Figure 14. *Differences in the perception of interpersonal goal conflict and progress on work goals: Actor- and partner-effects using HLM*

The described model on the effects of interpersonal goal conflict on progress on work goals explained 7.50 percent of the variance. The deviance reduction of 4.91 was marginally significant.

I will now turn to an investigation of the effects of interpersonal goal convergence on overall goal progress. The results of the analyses are displayed in Table 31.

Table 31. *Goal Progress: Point Estimates and Robust Standard Errors of the Fixed Effects and Variance Components of the Random Effects*

Fixed effects	Coefficients	SE
Intercept	4.870 **	0.105
Gender (actor)	0.159	0.145
Interpersonal goal convergence (actor)	0.261 *	0.110
Interpersonal goal convergence (partner)	0.019	0.113
Random effects	Variance	
Residual	0.467	
Intercept lv1	0.049	

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

In line with expectations, perceptions of interpersonal goal convergence were significantly positively related to reports of overall goal progress. However, partner's ratings of interpersonal goal convergence were independent of own goal progress. The intercept for men with average perceptions of interpersonal goal convergence on side of both actor and partner was very close to the sample mean of progress on work and family goals. These results parallel the observed relationship between interpersonal goal convergence and goal pursuit in daily life and are illustrated in Figure 15.

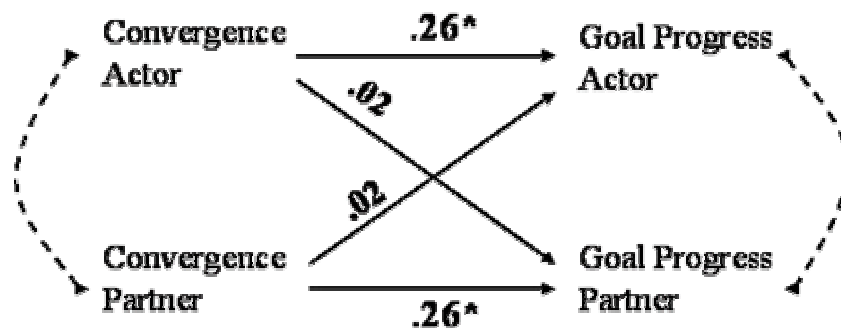


Figure 15. *Differences in the perception of interpersonal goal convergence and overall goal progress: Actor- and partner-effects using HLM*

The above described model explained 5.60 percent of the variance in overall goal progress. The reduction in deviance was 5.63.

5.4.1.1. Gender Differences in the Relationship between Interpersonal Goal Relations and Progress on Work and Family Goals

In a next step, gender differences in the structure underlying the relationship between interpersonal goal relations and progress on work and family goals were investigated. Using structural equation modeling, different models with varying levels of restriction were

compared along their fit indices. In case gender differences were detected, separate models estimating the relationship between interpersonal goal relations and reported goal progress were employed for husbands and wives.

I will first turn to a description of the results on the effects of interpersonal goal conflict on progress in work goals. Fit indices of four competing models are displayed in Table 32. Comparisons reveal a significant reduction in model fit for the more restrictive models. This indicates that the effects of interpersonal goal conflict on progress on work goals differ between women and men.

Table 32. *Nested Comparison of Actor/Partner Model Fit for Interpersonal Goal Conflict and Progress on Work Goals Examining Gender and Influence*

Model step	Comparison to initial model							
	<i>Chi</i> ²	<i>df</i>	<i>CFI</i>	<i>NFI</i>	<i>NNFI</i>	<i>Chi</i> ²	<i>df</i>	<i>p</i>
Model 1: Initial model; Actor and partner influences are constrained to equality for women and men	16.53	2	0.00	0.03	-2.98			
Model 2: Only partner influences are constrained to equality	13.09	1	0.00	0.23	-5.62	3.44	1	n.s.
Model 3: Only actor influences are constrained to equality	3.05	1	0.81	0.82	-0.12	13.48	1	**
Model 4: Both actor and partner influences are allowed to vary	0.00	0	-	-	-	16.53	2	**

Due to the observed differences in paths between husbands and wives, it is not justified to assume a model with non-distinguishable partners. Hence, multi-level models with separate coefficients for women and men were estimated. The results are displayed in Table 33.

Table 33. *Progress on Work Goals in Husbands and Wives: Point Estimates and Robust Standard Errors of the Fixed Effects and Variance Components of the Random Effects*

Fixed effects	Coefficients	SE
Intercept wife	5.133 **	0.166
Intercept husband	5.065 **	0.209
Interpersonal goal conflict wife (actor)	-1.669 *	0.827
Interpersonal goal conflict wife (partner)	-1.132	0.753
Interpersonal goal conflict husband (actor)	-0.927	1.080
Interpersonal goal conflict husband (partner)	-0.180	1.000
Random effects	Variance	
Intercept wife	0.994 **	
Intercept husband	1.674 **	

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

Hence, perceptions of interpersonal goal conflict were only related to progress on work goals in wives but not in husbands. Partner-effects did not reach significance. The intercepts for both women and men with average perceptions of interpersonal goal conflict on side of both actor and partner were close to the sample mean of progress on work goals. The results of these analyses are illustrated in Figure 16.

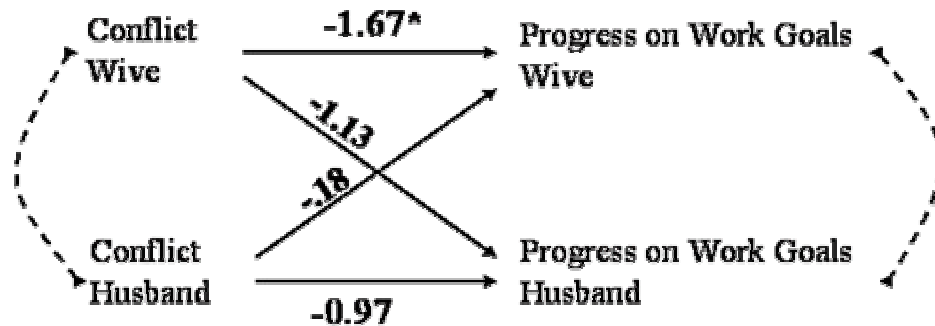


Figure 16. Differences in the perception of interpersonal goal conflict and progress on work goals: Gender-specific actor- and partner-effects using HLM

The above described model explained 8.90 percent of the variance of progress on work goals. The deviance reduction of 7.95 was marginally significant.

In a next step, gender differences in the relationship between interpersonal goal conflict and progress on family goals were tested. Comparisons of the fit indices between models with varying restrictions revealed no reliable improvement in model fit for the less restrictive model (see Tables 20 and 21 in Appendix B). This means that despite the significant main effect for gender in progress on family goals, no gender differences in the underlying structure of the relationship between interpersonal goal conflict and progress on family-related goals emerged.

In a final step, gender differences in the structure of the relationship between interpersonal goal convergence and progress on work and family goals were investigated. According to comparisons between models with varying degrees of restriction (see Tables 22 and 23 in Appendix B), no gender differences in the structure of the underlying relationship have to be incorporated into the analyses, and models with undistinguishable partners seem to be justified.

5.4.2. Overall Goal Progress and Well-Being

How happy and satisfied are people with varying levels of overall goal progress? Three aspects of subjective well-being were assessed at the third measurement contact: (a)

emotional well-being (Steyer et al., 1997), (b) psychological well-being (Ryff & Keyes, 1995), and (c) goal-specific satisfaction (Riediger, 2001). Hence, in a next step associations between overall goal progress and different measures of well-being are investigated. Table 34 shows the correlations between overall progress on personal goals and the considered outcome measures.

Table 34. *Associations between Overall Goal Progress and Different Measures of Well-Being: Pearson's Correlations*

	Overall Goal Progress
Multidimensional Affect Scale	
Positive-negative mood	.25 *
Alertness-fatigue	.18
Ease-restlessness	.17
Psychological Well-Being	
Ryff: Autonomy	.02
Ryff: Environmental mastery	.37 **
Ryff: Personal growth	.34 **
Ryff: Positive relations	.31 **
Ryff: Purpose in life	.47 **
Ryff: Self-acceptance	.38 **
Ryff: Total	.42 **
Goal specific satisfaction	
All goals	.64 **

** p<.01; * p<.05

Correlations with measures of emotional well-being indicate that only the sub facet of positive-negative mood was significantly positively associated with overall goal progress, whereas the other two sub facets (alertness-fatigue and ease-restlessness) were independent of overall goal progress. Thus, employed parents who progressed a lot on their work and family goals experienced more positive mood during time in study than partners who progressed little on their personal goals.

The overall picture of the relationship between goal progress and psychological well-being supports my hypotheses. With the exception of the sub facet autonomy, all scales were significantly positively related to overall progress on work and family goals. Hence, individuals with higher levels of overall goal progress also reported higher levels of psychological well-being.

Additionally, goal progress was expected to be positively related to satisfaction with progress on personal goals. Correlational results support this assumption, revealing a positive and reliable association indicating that individuals with high amounts of goal progress are

more satisfied with their development on personal goals than individuals with low amounts of goal progress.

Finally, it was investigated if overall progress on personal goals during time in study predicts changes in well-being between the first and the third measurement contact. Table 35 displays the correlational results.

Table 35: *Associations between Overall Goal Progress and Changes in Well-Being between C1 and C3: Pearson's Correlations*

	Overall goal progress
Multidimensional Affect Scale	
Positive-negative mood	.06
Alertness-fatigue	.01
Ease-restlessness	.09
Psychological Well-Being	
Ryff: Autonomy	-.03
Ryff: Environmental mastery	.04
Ryff: Personal growth	.26 **
Ryff: Positive relations	.00
Ryff: Purpose in life	.20 *
Ryff: Self-acceptance	.23 *
Ryff: Total	.24 *

** p<.01; * p<.05

Analyses reveal an independence of progress on personal goals and changes in emotional components of well-being during time in study. With regard to the more cognitive components of well-being it could be shown that goal progress is positively associated with increases in perceptions of personal growth, purpose in life, and self-acceptance.

5.5. Follow-Up Analyses

Following an investigation of the central research questions, it is interesting to consider other aspects concerning the specifics of the present sample as well as factors associated with perceptions of interpersonal goal conflict and convergence that might serve to interpret the previously reported findings. Even though no hypotheses have been specified in this respect, I will next present exploratory analyses on the following questions: (1) Given that almost no gender differences have been found in the investigated relationships: Do the employed parents of the sample under investigation also display no differences on other constructs that are known for their gender sensitivity? (2) Given that individuals who report high interpersonal goal conflict show a tendency to engage in more activities with positive goal relevance in daily life: Does their engagement in goal-relevant activities come at greater

costs? (3) Do individuals with high perceptions of interpersonal goal conflict mean to change their future engagement in work and family? (4) Do the patterns of goal pursuit between the partners differ between couples with high versus low interpersonal goal conflict perceptions and high versus low interpersonal goal convergence perceptions? Do couples with high interpersonal goal conflict ratings but access to grandparental childcare show similar goal pursuit patterns as compared to couples with high interpersonal goal convergence ratings?

I will start with an investigation of gender differences between the husbands of wives of this sample with respect to a construct on which evidence for gender differences has been found in a multitude of studies, namely gender role orientation (Personal Attributes Questionnaire, Spence & Helmreich, 1978). Repeated measures analyses of variance showed a significant scale-by-gender interaction ($F(1, 82) = 3.85, p = .05$). In order to understand this interaction, univariate follow-up analyses were conducted in order to investigate differences between husbands and wives with respect to their expressive and instrumental self-concepts. Analyses of variance with alpha adjustment for multiple testing showed a tendency for women to report higher expressiveness than men ($F(1, 82) = 3.67, p = .06$). However, no gender differences were found on instrumentality ($F(1, 82) = .70, p = .41$). Figure 17 displays means and standard errors of these constructs in husbands and wives.

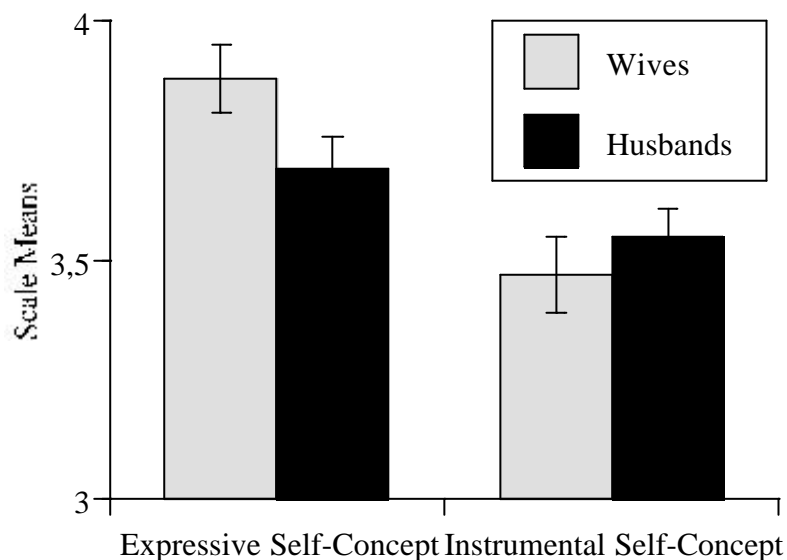


Figure 17. *Expressive and instrumental self concepts in husbands and wives*

I will next turn to an investigation of the question whether everyday goal pursuit comes at a greater cost for individuals with high perceptions of interpersonal goal conflict as opposed to individuals with high perceptions of interpersonal goal convergence. This

question is approached by looking at divergences between subjective and bodily indicators of well-being in individuals who engage in many goal relevant activities (who were above the median). Computations of divergence and congruence in subjective and bodily indicators of well-being are based on aggregated means for all three well-being scales and the aggregated mean of the area under the curve over time in study. All of these aggregated measures were dichotomized around the median. Divergence of subjective and bodily well-being was coded if an individual's subjective well-being would suggest a different interpretation than results on physiological arousal, e.g. high positive mood and also high cortisol or high fatigue and high cortisol. Congruence of subjective and bodily indicators of well-being was coded if interpretations of subjective and bodily indicators of well-being converged, e.g. high negative mood and high cortisol or high wakefulness and high cortisol. Afterwards separate chi-square analyses were performed in order to compare three groups of individuals, namely a group reporting high interpersonal goal conflict (1), a group with high perceptions of both interpersonal goal conflict and convergence (2), and a group indicating only high interpersonal goal convergence (3), on the occurrence of divergence versus congruence in subjective and bodily measures of well-being. Results of these comparisons are displayed in Table 36.

Table 36. *Divergences between Cortisol Outputs and Aggregated Mood Ratings: Chi-square Comparisons by Group*

Divergences between cortisol and	Chi ²
Alertness-fatigue	10.93 **
Positive-negative mood	4.46
Ease-restlessness	1.40

** p<.01; * p<.05

Comparisons revealed that more individuals with high interpersonal goal conflict were in the group displaying a divergence between the scale alertness-fatigue and cortisol than individuals with high interpersonal goal convergence ($Chi^2(2, N = 34) = 10.93, p = .00$). The group reporting both interpersonal goal conflict and convergence showed both divergences as well as congruences. This means that individuals with high interpersonal goal conflict felt both tired and at the same time experienced high levels of physiological arousal during time in study. The results of this group comparison are illustrated in Figure 18. Comparisons with respect to the other two scales under investigation did not reach significance.

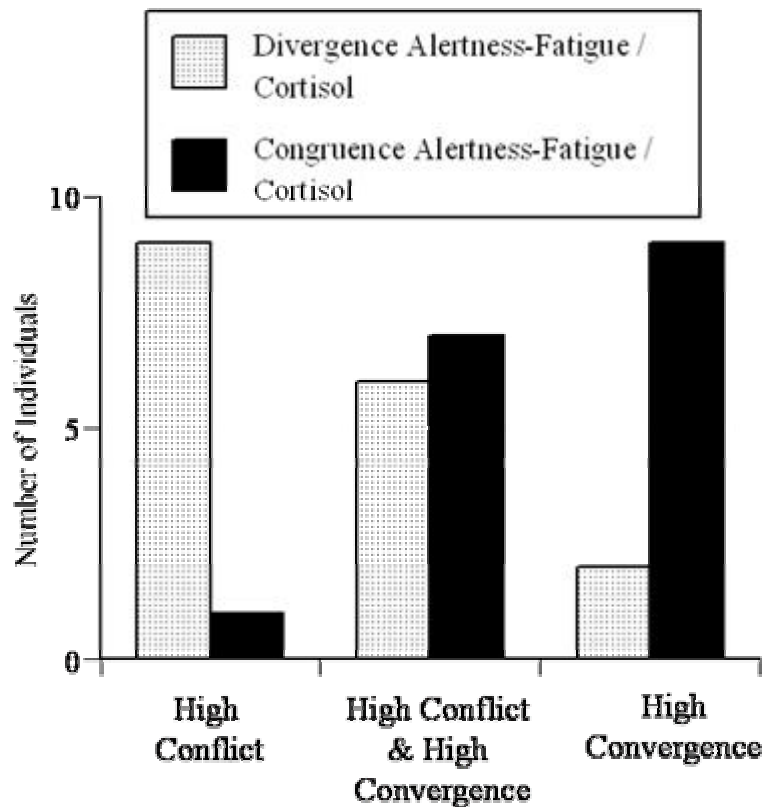


Figure 18. *Divergences of subjective and bodily indicators of well-being in individuals high in interpersonal goal conflict and / or convergence*

Hence, if divergences in subjective and bodily indicators of well-being are used as proxies for the costs of everyday goal pursuit, then high perceptions of interpersonal goal conflict seem to go along with greater costs than high perceptions of interpersonal goal convergence.

I will next address the question if individuals with high perceptions of interpersonal goal conflict would report intentions to change their involvement in work or family. Study participants were asked about the existence of arrangements within their partnership toward a greater involvement in either work or family. Results from separate analyses in husbands and wives showed no significant association between perceptions of interpersonal goal conflict and arrangements towards a greater involvement in work or family in husbands. In wives however, it emerged that there was a significant negative association between perceptions of interpersonal goal conflict and the involvement with respect to work ($r = -.32^*$) but not with respect to family. Hence, arrangements regarding change in the personal involvement in paid work under conditions of high interpersonal goal conflict seem to be restricted to the employed mothers of the present sample.

Finally, goal pursuit patterns among husbands and wives were examined for their relationship with the composition of perceptions of interpersonal goal conflict and convergence at the partnership level. First, goal pursuit patterns were coded into positive versus negative categories. Positive goal pursuit patterns were coded if both partners simultaneously engaged in activities furthering their goals in the majority of measurement points. Negative goal relevance patterns were coded if either none or only one partner indicated activities with a positive goal relevance on most of the measurement occasions. Examples of prototypical positive and negative goal pursuit patterns in the present sample are given in Figures 19 and 20.

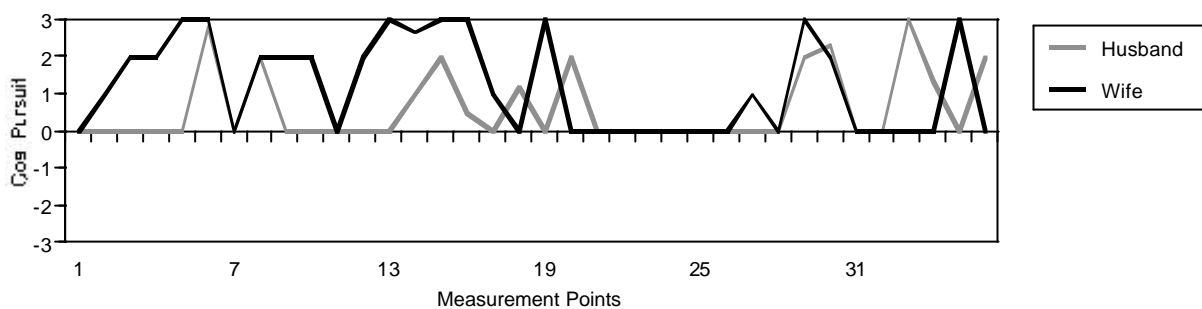


Figure 19. Couple with positive goal pursuit pattern

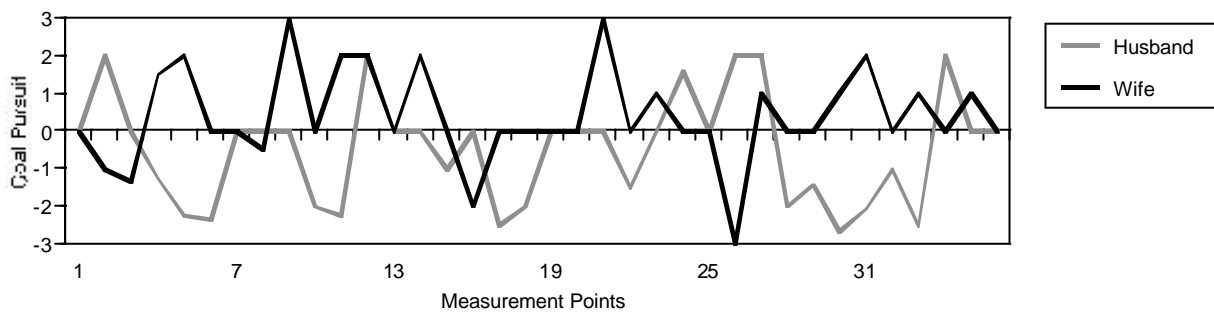


Figure 20. Couple with negative goal pursuit pattern

In a second step, products of husbands' and wives' interpersonal goal relations ratings were computed and these measures of differences in couple composition were dichotomized around the median. This way couples characterized by high perceptions of interpersonal goal conflict (convergence) were distinguished from couples with low perceptions of interpersonal goal conflict (convergence). Separate Chi-square comparisons between interpersonal goal relations groups and quality in goal pursuit patterns were performed. The obtained results are displayed in Figures 21 and 22.

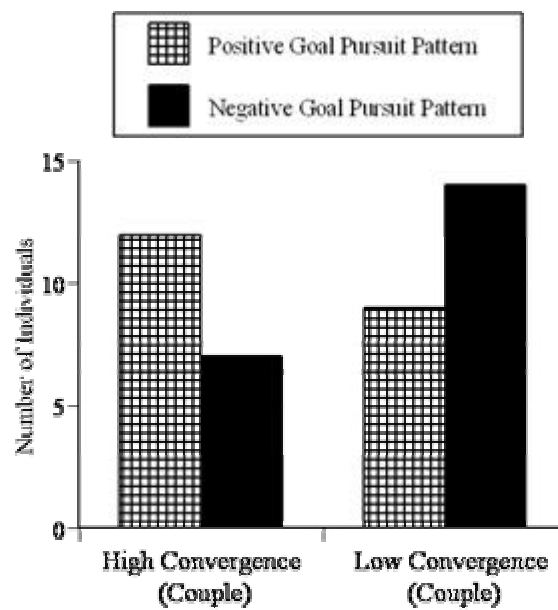


Figure 21. *Interpersonal goal convergence couple compositions and goal pursuit patterns*

Comparisons revealed a tendency among couples with high interpersonal goal convergence to display patterns of positive goal pursuit as compared to couples with low interpersonal goal convergence ($Chi^2 (1, N = 42) = 2.41, p = .11$). However, no differences in goal pursuit patterns were found in couples with high versus low interpersonal goal conflict ($Chi^2 (1, N = 42) = .10, p = .50$).

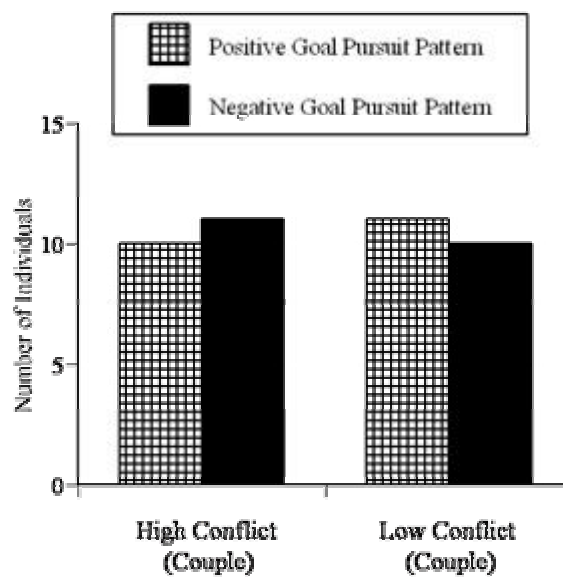


Figure 22. *Interpersonal goal conflict couple compositions and goal pursuit patterns*

Because the finding that some couples with high interpersonal goal conflict displayed positive goal pursuit patterns was surprising, I next examined if the group of high interpersonal goal conflict couples differed in their access to grandparental support in the form of childcare. Hence, in a next step couples with high interpersonal goal conflict and access to grandparental childcare were compared with couples indicating high interpersonal goal conflict but no access to grandparental childcare. The results are displayed in Figure 23.

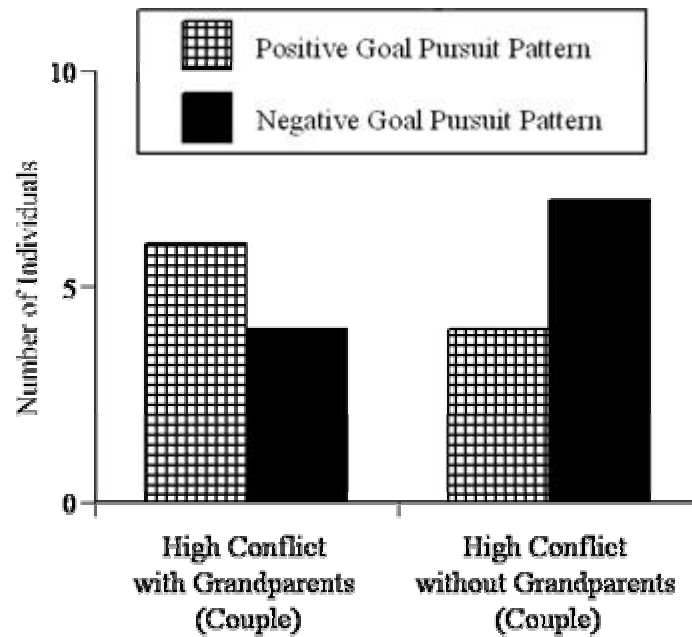


Figure 23. High perceptions of interpersonal goal conflict at the level of the couple and presence versus absence of grandparental childcare: Differences in goal pursuit patterns

Because these comparisons were based on only 21 couples, chi-square analyses were unlikely to reach significance ($Chi^2(1, N = 21) = 1.17, p = .26$). However, results are still displayed for descriptive purposes because they converge with previous findings showing that access to grandparental childcare buffers the negative effects of interpersonal goal conflict at the level of the couple on individual goal pursuit.

5.6. Summary of results

The results of the present study are summarized in Table 37.

Table 37. *Summary of Results*

Hypotheses	Supported
1. Time-related characteristics of work and family goals and conflict and convergence in interpersonal goal relations:	
<i>Actor effects:</i>	
Within individuals, interpersonal goal conflict is positively related to time-intensity and negatively related to temporal flexibility in work and family goals (Hypothesis 1a).	Partially
Within individuals, interpersonal goal convergence is negatively related to time-intensity and positively related to temporal flexibility in work and family goals (Hypothesis 1d).	No
<i>Partner effects:</i>	
Between partners, interpersonal goal conflict is positively related to time-intensity and negatively related to temporal flexibility in work and family goals (Hypothesis 1b).	No
Between partners, interpersonal goal convergence is negatively related to time-intensity and positively related to temporal flexibility in work and family goals (Hypothesis 1e).	No
<i>Compositional effects:</i>	
At the couple-level, combinations of high time-intensity and low temporal flexibility in the goals of both partners are associated with high interpersonal goal conflict (Hypothesis 1c).	No
At the couple-level, combinations of low time-intensity and high temporal flexibility in the goals of both partners are associated with high interpersonal goal convergence (Hypothesis 1f).	No
2. The quality of interpersonal goal relations and everyday goal pursuit as well as goal progress:	
<i>Actor effects:</i>	
Within individuals, high interpersonal goal convergence leads to increased goal pursuit and goal progress (Hypothesis 2a).	Yes
Within individuals, high interpersonal goal conflict leads to decreased goal pursuit, high goal pursuit variability and little goal progress (Hypothesis 2d).	Partially
<i>Partner effects:</i>	
Between partners, high interpersonal goal convergence leads to increased goal pursuit and goal progress (Hypothesis 2b).	No
Between partners, high interpersonal goal conflict leads to decreased goal pursuit, high goal pursuit variability and little goal progress (Hypothesis 2e).	Partially
<i>Compositional effects:</i>	
At the couple-level, combinations of high interpersonal goal convergence on the side of both partners lead to increased goal pursuit and goal progress (Hypothesis 2c).	No
At the couple-level, combinations of high interpersonal goal conflict on the side of both partners lead to decreased goal pursuit, a high goal pursuit variability and little goal progress (Hypothesis 2f).	No

(table continues)

Table 36. (continued)

Hypotheses	
3. Access to grandparental childcare and goal pursuit in employed parents:	
<i>Compositional effects:</i>	
Couples with access to grandparental childcare are better able to manage the pursuit of their work and family goals than couples without this specific source of support (Hypothesis 3a).	No
Access to grandparental childcare serves compensatory means for daily goal pursuit in the presence of interpersonal goal conflict (Hypothesis 3b).	Yes
4. Goal pursuit and goal progress and differences in subjective and physiological well-being:	
<i>Actor effects:</i>	
High goal pursuit is associated with positive affect qualities in daily life (Hypothesis 4a).	Yes
High progress on work and family goals is positively related with subjective well-being (Hypothesis 4b).	Yes
An engagement in activities furthering personal goals leads to low levels of cortisol whereas goal-blockage and an engagement in activities hindering personal goals leads to high levels of cortisol (Hypothesis 4c).	Yes
Continuous difficulties in goal pursuit lead to increased overall cortisol secretion (Hypothesis 4d).	Yes